DOCUMENT RESUME

ED 134 062 HE 008 493

TITLE	Salaries of Engineers in Education. Special Report. 1976.
INSTITUTION	Engineers Joint Council, New York, N.Y. Engineering Manpower Commission.
PUB DATE	Dec 76
NOTE	47p.; Not available in hard copy due to marginal legibility of original document.
AVAILABLE FROM	Engineering Manpower Commission of Engineers Joint Council, 345 East 47th Street, New York, N.Y. 10017 ($5.00)
EDRS PRICE	MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS	Academic Rank (Professional); Contracts; Contract Salaries; *Engineers; *Higher Education; Income; Occupational Surveys; Professional Occupations; Professors; *Salaries; *Surveys; *Teacher Salaries
IDENTIFIERS	*Engineering Manpower Commission

ABSTRACT

The Engineering Manpower Commission of the Engineers Joint Council conducted a survey of the professional income of engineers. Salaries were reported by employers, in this case deans or other officials of educational institutions, as a function of years since graduation at the bachelor's degree level or of age. Additional information on the questionnaire enabled the returns to be broken down according to six academic ranks or levels, two contract periods, and three types of institution; i.e., engineering schools with Ph.D. programs, those without Ph.D. programs, and technical schools with two-year or nonengineering curricula only. The salaries reported include base salary and any regular allowances that are equivalent to salary, but do not include payment for work not covered by the academic contract. Responses to the survey were received from 304 institutions covering 13,094 engineering graduates. (JMF)

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SALARIES OF ENGINEERS IN EDUCATION SPECIAL REPORT

1976

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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a survey conducted by the 2

ENGINEERING MANPOWER COMMISSION
OF ENGINEERS JOINT COUNCIL

SALARIES OF ENGINEERS IN EDUCATION

Special Report

1976

Engineering Manpower Commission
of Engineers Joint Council
345 East 47th Street
New York, New York 10017

December 1976

Engineers Joint Council 1976

Price $5.00

ENGINEERS JOINT COUNCIL

ENGINEERS JOINT COUNCIL (founded in 1941 and incorporated in 1958) is an organization of engineering societies whose general objective is to advance the art and science of engineering in the public interest.

In furtherance of this general objective the Council shall:

(a) Provide for regular and orderly communications among its member societies.

(b) Act as an advisory and coordinating agency for member society activities, as mutually agreed.

(c) Organize and conduct forums for the consideration of problems of expressed concern to member societies.

(d) Identify needs and opportunities for service in the engineering community and inform the concerned engineering institutions.

(e) Recommend appropriate programs of studies and research to engineering institutions and especially to member societies.

(f) Undertake, in accordance with policies mutually agreed to, specific activities or projects that the member societies acting individually could not accomplish as well.

(g) Represent the member societies when they deem such joint representation desirable.

THE ENGINEERING MANPOWER COMMISSION

OF ENGINEERS JOINT COUNCIL

The Engineering Manpower Commission was organized in 1950 as part of Engineers Joint Council, to serve as a focus for national technological manpower problems.

The Commission's program is carried out through the collection, analysis, and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

"To engage in studies and analyses of the supply, demand, and utilization of engineering and technical manpower; to make recommendations, conduct programs, and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Board of Directors of EJC."

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Arthur W. Gilmore. . . . . .Chairman

Paul Doigan. . . . . Vice-Chairman

James Crooke. . . . . .Vice-Chairman

Richard C. Fremon . . . . . .Chairman, Surveys Committee

John D. Alden . . . . . .Executive Secretary

Jerry Dooley . . . . . Assistant

ACKNOWLEDGMENTS

This survey was conducted by John D. Alden, Adrianne Marshal, and Jerry Dooley of the EJC Staff.

The computer program used for processing the data to obtain salary curves was written by Richard C. Fremon of Bell Telephone Laboratories, who is also Chairman of the EMC Surveys Committee.

We are particularly grateful to the many deans and salary administrators who provided the basic data from the participating employers of engineers. Space does not permit their individual identification in this report, but without their cooperation we would be unable to conduct our biennial salary surveys.

NOTE TO USERS

Additional data from the 1976 engineers' salary survey are published in three other reports, that may be of interest to educators, placement officials, and students. These publications may be ordered from EJC Dept. P, 345 East 47th Street, New York, New York 10017:

Professional Income of Engineers, 1976 $8.00 (prepaid orders only)
Engineers' Salaries, Special Industry Report, 1976 $60.00
Engineering Manpower Bulletin No. 33 (Salary Survey Highlights & Trends) $2.00 (prepaid orders only)

SALARIES OF ENGINEERS IN EDUCATION, 1976

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SALARIES OF ENGINEERS IN EDUCATION - 1976

INTRODUCTION

This report is based on data collected during EJC's twelfth annual survey of the professional income of engineers. Salaries were reported by employers, in this case deans or other officials of educational institutions, as a function of years since graduation at the bachelor's degree level or of age. Additional information on the questionnaire enabled the returns to be broken down according to six academic ranks or levels, two contract periods, and three types of institution - engineering schools with PhD programs, those without PhD programs, and technical schools with 2-year or non-engineering curricula only. Schools responding to the survey are listed in the Appendix.

The survey methodology was essentially the same as that used in 1972 and 1974, but data cannot be compared with the results of surveys prior to 1972 except in a general sense. Our 1970 survey was not broken down by rank or duration of contract, and our special engineering teachers' surveys of 1956 to 1968 were based on an entirely different methodology in which individual postcard returns were received from faculty members. However, we have reason to believe that salary curves derived from individual reports are not significantly different from those based on employer's data, other parameters being the same.

It should be noted that salaries include base salary and any regular allowances that are equivalent to salary, but do not include payment for extra teaching outside of the normal academic contract, consultation fees, or other professional or personal income. Salary information was collected between June and August 1976 and consists of salary scales for the 1976-1977 school year for most, if not all institutions.

The purpose of this report is to show the current level of engineering teachers' salaries and to indicate, roughly, trends over the past years. It is not intended as a guide to establish salary scales for any institution or to determine what any individual's salary ought to be.

Coverage and Response

304 educational institutions provided data covering 13,094 engineering graduates. The Engineering Manpower Commission's salary survey is probably the most comprehensive in the United States from the point of view of engineers covered. Based on the National Science Foundation's estimate of engineers in academic employment, this represents a 56% sample.

Salary figures were reported by employers via a special questionnaire designed specifically for educational institutions (see Questionnaire Form at end of report.) The form provided for the tabulation of salaries by academic rank and years of experience. Questionnaires were mailed late in May 1976 to all U.S. engineering schools and several hundred major technical schools. Replies were accepted until late August.

Survey participants were urged to submit salary information based on

baccalaureate year. Some schools, however, were able to supply data only on the basis of age. In such cases we use age 22 as the equivalent year of baccalaureate. Because there are always a few individuals whose degree and salary patterns differ widely from the norm, inclusion of their data in the report may occasionally produce a non-typical curve, particularly if one is based on a relatively small number of individuals. All returns were carefully edited before keypunching, and checks were made throughout the data processing to insure accuracy of the results. The confidentiality of individual salary schedules is protected at all times, as explained on the survey questionnaire.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile, and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th one in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or $200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore the data presented in this report are based on four-parameter smooth curves calculated by a least squares method. Each curve has the form $y = ax^2 + bx + c$, with y equal to the reciprocal of salary and x = (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters a, b, c, and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. In the summation the differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Data for selected groups are presented in the form of plotted curves, below which are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted and normally differ little from the median) and the number or salaries within each column. Users should always note these figures to be sure that the age distribution of their own organization is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $42,000 or below $11,000, which were the limits established

by the questionnaire form. The data tables are terminated where they go beyond these limits.

Master's degree salaries normally do not become applicable until at least one year after the BS degree. Similarly, doctor's degree salaries usually do not apply until about three years after the BS. Data for fewer years after the BS, where they may appear in some tables, should be ignored as unreliable.

Explanation of Charts and Tables

All curves in this report have been smoothed through use of the program described above, except that the chart showing median salaries from 1953 to 1974 is based on unsmoothed data from 1953 to 1966 and on smoothed data since then.

Data for 1976 are presented in four groupings, as follows:

(1) Tables of median and mean salaries for the different combinations of rank, type of institution, and months on contract. In these statistics no account has been taken of years of experience. The breakdowns correspond with the distribution of salaries reported, and the data given an indication of salaries for groups not covered by any of the more detailed curves.

(2) Salary curves for all educational institutions combined. These three curves show salary distributions for all faculty members regardless of rank, all administrators, and all researchers according to the most prevalent length of contract in each case. These curves are also reproduced in the publication Professional Income of Engineers 1976 as representative of salaries in the educational sector. No other curves and data tables in this report appear in any other publications.

(3) Curves for engineering schools broken down by academic rank and the most prevalent lengths of contract, with separate data for PhD-granting and other institutions.

(4) Curves for technical schools broken down similarly.

Definitions

In the interest of uniformity of understanding, the following definitions are provided:

(1) Salary -- Base salary paid by employers before deductions, and regular allowances including cost-of-living differential, if any. Payments for work not covered by the academic contract are not included.

(2) Chart Data:
   a. Median -- The point in any array of data above and below which half of the series is located, that is, the midpoint.
   b. Mean -- The arithmetical average.
   c. Quartile --
      Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.

Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.

d. Decile --

Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.

Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

(3) Engineers -- Those holding a minimum of a Bachelor's degree in a recognized field of engineering.

(4) Years of Experience -- The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but they are, of course, older.

History of the Survey

Throughout its history, Engineers Joint Council has conducted studies related to the economic status of engineers. In 1949 EJC published "The Engineering Profession in Transition." Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950.

A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, "Employment, Education, and Income of Engineers 1949-50 -- A Survey of Engineering Society Members of Full Professional Grade."

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the series "Professional Income of Engineers" was completed by EJC in 1953, the second in 1956. Initially, the interval between surveys was three years. However, responding to requests for more frequent updating of information, it was decided that surveys should be conducted biennially. In 1957 the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted and published the salary surveys since 1958.

This report should not be confused with the biennial series of Salaries and Income of Engineering Teachers reports published by EJC from 1956 to 1968 under grants from the National Science Foundation. These reports were based on postcard returns from individual faculty members and went into considerable detail. NSF has suspended its support of these surveys and no further ones are planned.

Limitations

Users of this report should apply salary curves with judgment. EMC reports salary data as furnished by the survey respondents, but there is no way of knowing whether respondents represent a "typical" cross section of their employment group. Users should also note that data in some

instances may be based on relatively small numbers of individual salaries. Salary patterns are also influenced by variables whose effect is impossible to determine without detailed analysis beyond the scope of the EMC survey.

In publishing these curves EMC is attempting to show only what prevailing salaries are, not what they ought to be. We recognize that the salary paid to any individual is, in the final analysis, affected by personal factors related to the specific duties of the position and the way they are performed. These factors can be resolved only between the engineer and the employer. Therefore EMC cannot undertake to evaluate individual salary situations, nor to advise employers on the salaries they should pay for specific positions.

DISTRIBUTION OF SALARIES REPORTED

NUMBER OF SALARIES REPORTED, BY TYPE OF INSTITUTION, RANK, AND MONTHS ON CONTRACT

	ALL SCHOOLS	
	9-10 Mo. Contract	11-12 Mo. Contract
Instructor	572	33
Ass't Prof.	2052	231
Assoc. Prof.	3343	338
Professor	3977	420
Administrator	368	
Researcher	97	780

	PhD ENGINEERING SCHOOLS	
	9-10 Mo. Contract	11-12 Mo. Contract
Instructor	251	6
Ass't Prof.	1432	192
Assoc. Prof.	2504	276
Professor	3305	378
Administrator	257	547
Researcher	76	737

	NON-PhD ENGINEERING SCHOOLS	
	9-10 Mo. Contract	11-12 Mo. Contract
Instructor	69	9
Ass't Prof.	313	24
Assoc. Prof.	544	44
Professor	545	28
Administrator	63	124
Researcher	18	29

	TECHNICAL SCHOOLS	
	9-10 Mo. Contract	11-12 Mo. Contract
Instructor	252	18
Ass't Prof.	307	15
Assoc. Prof.	295	18
Professor	127	14
Administrator	48	116
Researcher	0	14

SALARIES OF ENGINEERS IN EDUCATION, 1976

MEDIAN SALARY BY RANK, TYPE OF INSTITUTION, AND MONTHS ON CONTRACT

	Engineering School PhD Program 9-10 Mo.	Engineering School, Non-PhD 9-10 Mo.	Technical School 9-10 Mo.
Instructor	$13,600	$14,550	$13,450
Ass't Prof.	16,200	15,600	15,500
Assoc. Prof.	19,500	18,550	17,850
Professor	24,900	24,050	21,150
Administrator	27,700	20,100	16,900
Researcher	16,900	14,500	NA
	11-12 Mo.	**11-12 Mo.**	**11-12 Mo.**
Instructor	$18,500	$12,400	$15,650
Ass't Prof.	19,850	15,000	15,900
Assoc. Prof.	23,950	23,950	17,000
Professor	29,300	27,650	15,350
Administrator	32,350	28,000	22,100
Researcher	18,250	15,750	NA

Note: These figures are medians of all salaries reported in the 1976 EMC salary survey. In some cases the data above are based on a very small number of salaries reported. See the next page for a similar table of mean (average) salaries.

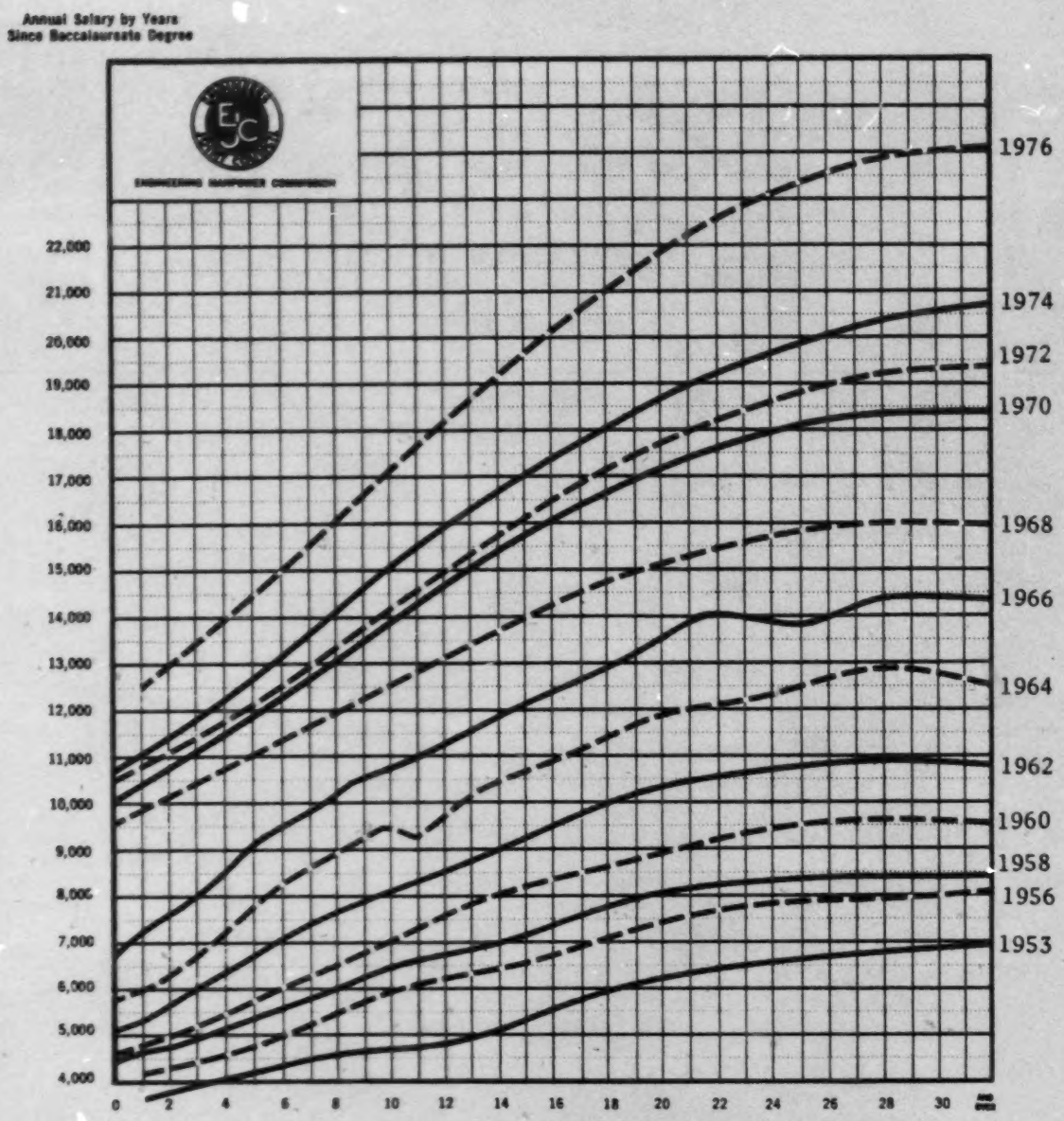
SALARIES OF ENGINEERS IN EDUCATION, 1976

MEAN SALARY BY RANK, TYPE OF INSTITUTION, AND MONTHS ON CONTRACT

	Engineering School, PhD Program	Engineering School, non-PhD	Technical School
	9-10 mo.	9-10 mo.	9-10 mo.
Instructor	$14,400	$16,050	$14,250
Ass't Prof.	16,300	15,800	15,650
Assoc. Prof.	19,650	18,650	17,950
Professor	25,600	23,650	21,750
Administrator	27,900	20,800	19,900
Researcher	17,150	15,900	NA
	11-12 mo.	11-12 mo.	11-12 mo.
Instructor	$18,650	$12,650	$15,250
Ass't Prof.	19,800	15,100	15,350
Assoc. Prof.	24,650	22,700	16,100
Professor	29,700	26,550	17,900
Administrator	32,650	27,800	22,350
Researcher	18,600	17,000	NA

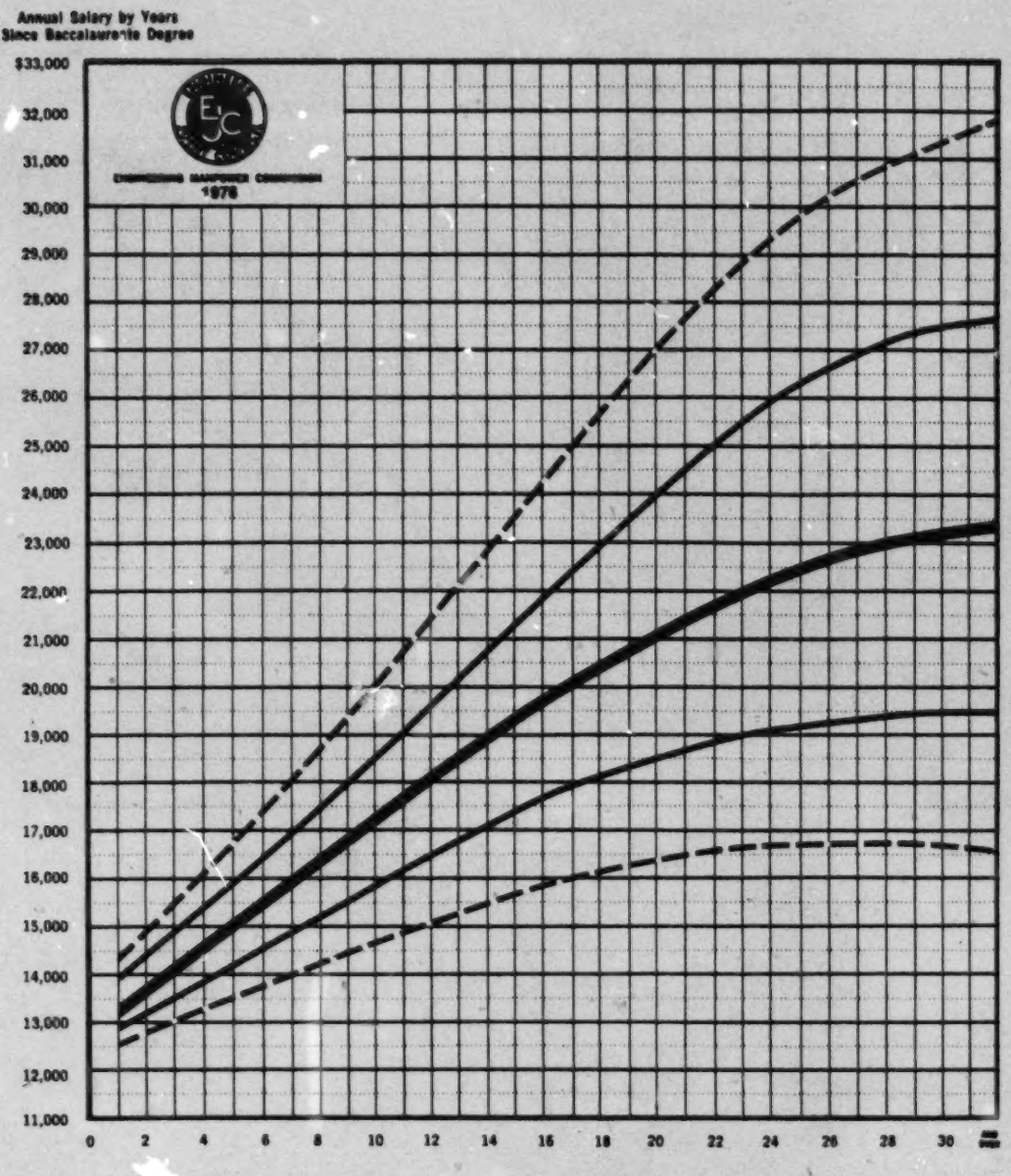
Note: These figures are means (averages) of all salaries reported in the 1976 EMC salary survey, rather than medians as usually shown. In some cases the data above are based on a very small number of salaries reported. See the preceding page for a similar table of median salaries.

EDUCATIONAL INSTITUTION MEDIANS



Note: These are overall medians taken from the EMC engineers' salary surveys for each year without regard to rank or months on contract. The 1953-1968 data were obtained from individual faculty members via postcard surveys, while data for other years were obtained from the schools. All curves prior to 1968 are based on raw data, whereas later curves have been smoothed as described in the introduction. Despite these and other variations in survey methodology and participation over the years, the curves give a rough but useful indication of trends during the period covered.

ALL FACULTY, 9-MO. CONTRACT
ALL EDUCATIONAL INSTITUTIONS



LEGEND

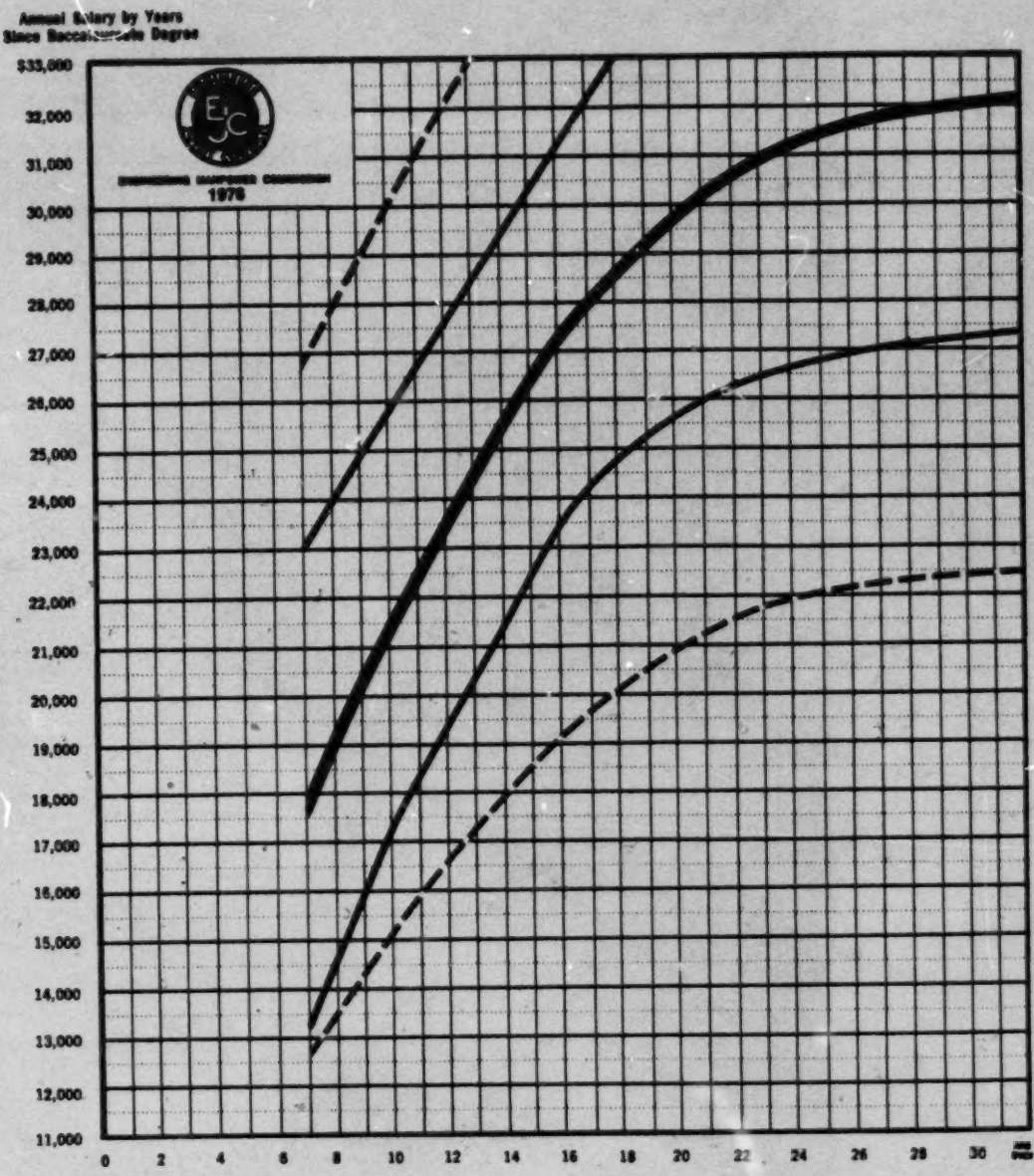
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	14450	15000	15600	16150	16800	17400	18050	18700
UPPER QUARTILE	0	13950	14450	14900	15400	15900	16400	16950	17450
MEDIAN	0	13350	13750	14150	14600	15000	15450	15900	16300
LOWER QUARTILE	0	12950	13300	13600	13950	14300	14600	14950	15300
LOWER DECILE	0	12500	12750	13000	13300	13550	13800	14050	14300
MEAN	0	13500	13900	14300	14750	15150	15600	16000	16450
TOTAL NUMBER	1	5	8	12	26	64	112	153	161
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	1	0	0	0	0	0	2	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	20850	22150	24300	26350	28250	29800	30950	31750	31200
UPPER QUARTILE	18550	20250	21950	23550	25050	26250	27150	27700	27850
MEDIAN	17200	18500	19750	20850	21800	22550	23050	23350	22950
LOWER QUARTILE	15950	16850	17700	18350	18900	19250	19450	19450	18850
LOWER DECILE	14750	15400	15950	16350	16600	16750	16750	16550	15900
MEAN	17350	18650	19950	21150	22150	23000	23550	23650	23200
TOTAL NUMBER	810	1087	1154	1187	928	854	818	1006	1069
NUMBERS OVER $42000	0	0	0	0	1	0	0	1	2
NUMBERS UNDER $11000	1	6	3	4	1	1	5	4	3

NUMBER OF ENGINEERS COVERED - 9455

ADMINISTRATORS, 12-MO. CONTRACT
ALL SCHOOLS



LEGEND

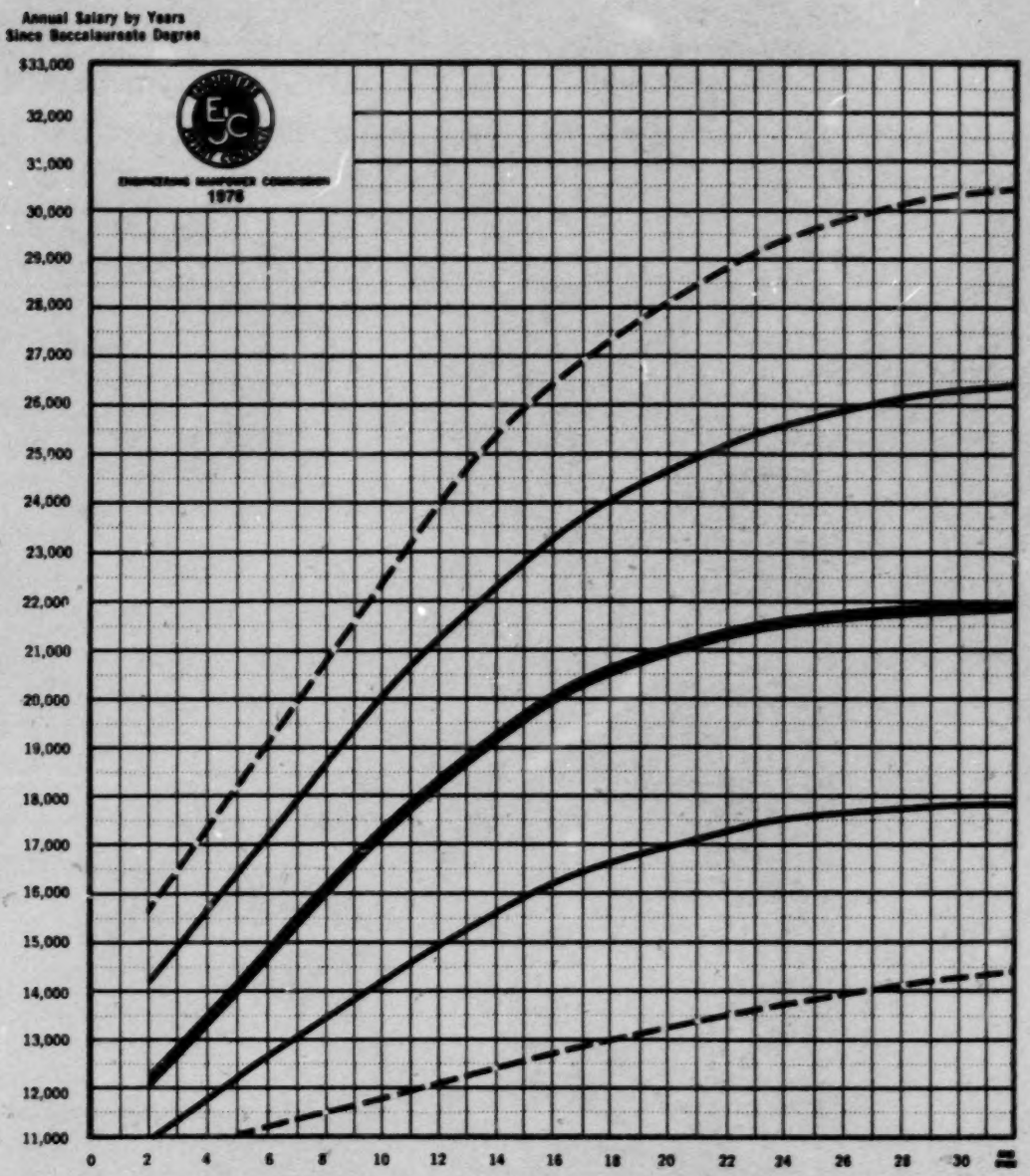
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	26688	0
UPPER QUARTILE	0	0	0	0	0	0	0	23050	0
MEDIAN	0	0	0	0	0	0	0	17850	0
LOWER QUARTILE	0	0	0	0	0	0	0	13250	0
LOWER DECILE	0	0	0	0	0	0	0	12000	0
MEAN	0	0	0	0	0	0	0	18188	0
TOTAL NUMBER	0	0	1	2	0	3	2	6	3
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	5	0	1	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29900	32900	35530	37550	39100	40150	40800	41250	41500
UPPER QUARTILE	25850	28600	31100	33250	34950	36200	37000	37500	37600
MEDIAN	21400	24700	27350	29350	30650	31450	31850	32150	32300
LOWER QUARTILE	17350	20950	23600	25350	26400	26950	27200	27350	27350
LOWER DECILE	15150	17350	19200	20550	21500	22000	22300	22450	22500
MEAN	21650	24980	27550	29400	30650	31400	31750	32000	32100
TOTAL NUMBER	14	28	61	78	110	116	100	140	117
NUMBERS OVER $42000	0	6	1	4	9	6	4	11	11
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 789

RESEARCHERS, 12-MO. CONTRACT
ALL SCHOOLS



LEGEND

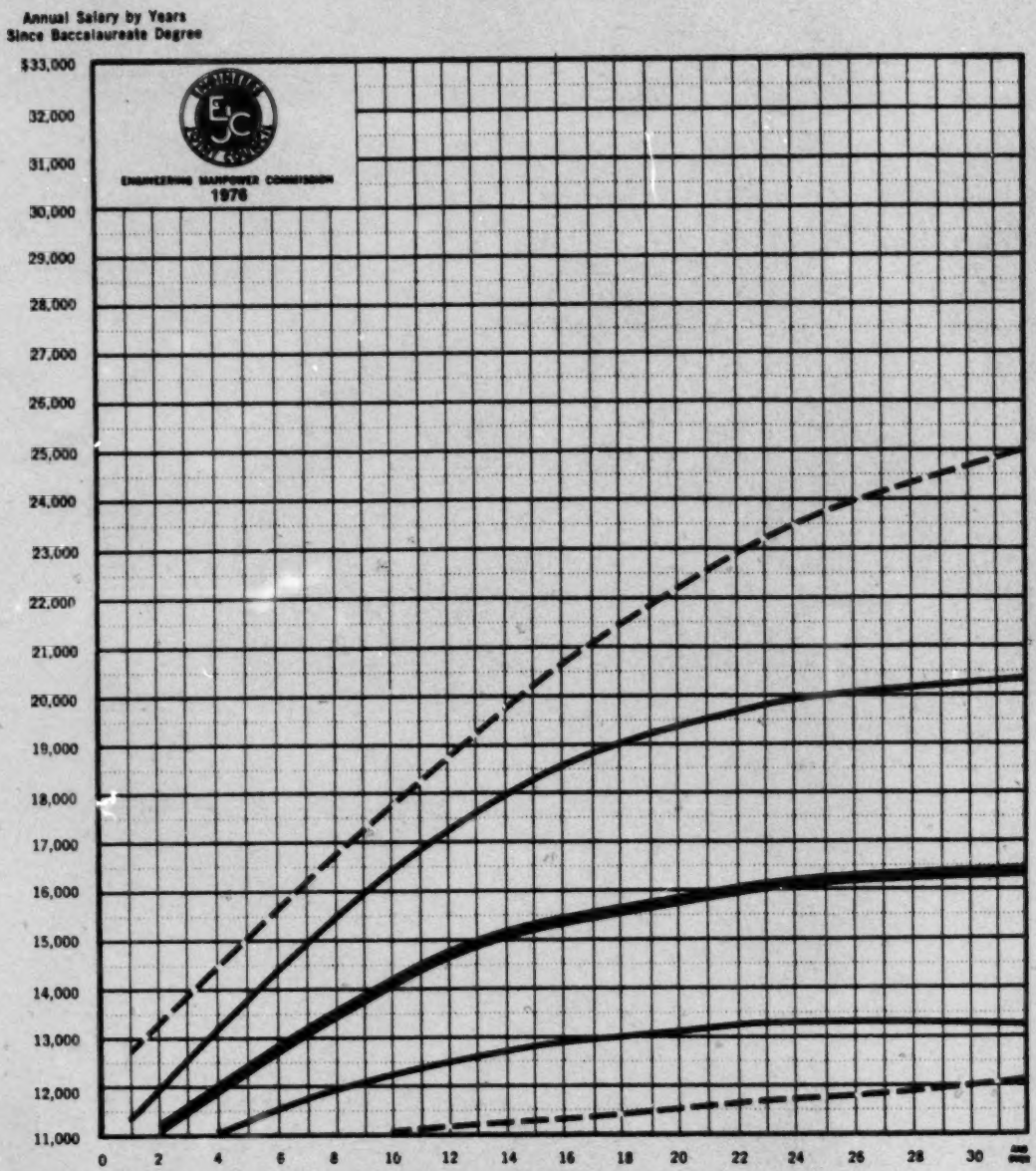
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	15700	16550	17400	18300	19150	20000	20850
UPPER QUARTILE	0	0	14250	15000	15800	16550	17300	18050	18750
MEDIAN	0	0	12050	12750	13450	14150	14850	15550	16200
LOWER QUARTILE	0	0	10950	11350	11800	12200	12650	13050	13450
LOWER DECILE	0	0	10500	10650	10850	11000	11200	11350	11500
MEAN	0	0	12050	13400	14000	14600	15150	15700	16250
TOTAL NUMBER	0	0	23	37	23	23	41	39	36
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	5	6	2	4	9	6	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22450	24650	26450	27850	28850	29600	30050	30450	30650
UPPER QUARTILE	20100	21050	23300	24400	25150	25750	26100	26400	26550
MEDIAN	17400	18900	20800	20800	21300	21650	21900	21950	22000
LOWER QUARTILE	14250	15300	16150	16800	17300	17600	17750	17800	17750
LOWER DECILE	11850	12300	12750	13150	13550	13850	14150	14400	14750
MEAN	17350	18750	19900	20800	21500	21950	22250	22450	22600
TOTAL NUMBER	121	102	75	57	56	34	39	39	35
NUMBERS OVER $42000	0	0	0	0	0	0	3	0	0
NUMBERS UNDER $11000	0	4	3	1	1	0	1	1	0

NUMBER OF ENGINEERS COVERED - 788

INSTRUCTORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

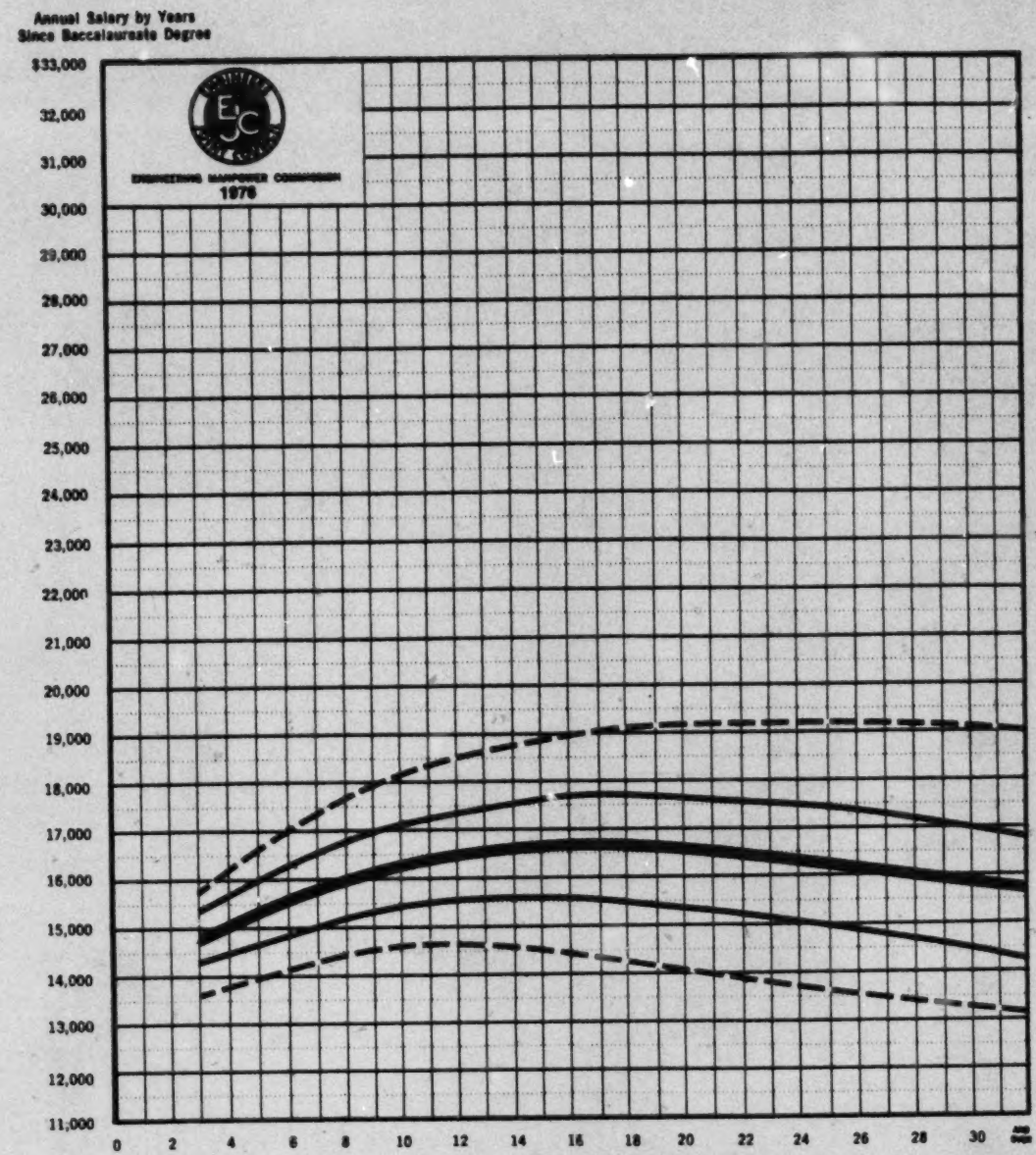
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	12850	13400	13950	14500	15050	15600	16150	16700
UPPER QUARTILE	0	11450	12100	12700	13300	13900	14450	15000	15550
MEDIAN	0	10700	11150	11600	12050	12450	12800	13150	13500
LOWER QUARTILE	0	10450	10650	10900	11150	11350	11550	11750	11950
LOWER DECILE	0	10500	10550	10600	10650	10750	10800	10850	10900
MEAN	0	11250	11650	12050	12400	12750	13100	13450	13750
TOTAL NUMBER	1	6	6	13	18	17	21	14	16
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	1	3	3	4	3	4	4	3	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	17800	19300	20700	21900	22950	23750	24400	25000	25450
UPPER QUARTILE	16450	17650	19550	19200	19650	19950	20150	20300	20350
MEDIAN	14100	14800	15350	15700	16000	16150	16250	16350	16400
LOWER QUARTILE	12250	12650	12950	13150	13300	13450	13350	13300	13200
LOWER DECILE	11050	11200	11350	11500	11650	11800	11900	12050	12250
MEAN	14350	15100	15750	16250	16600	16900	17100	17250	17350
TOTAL NUMBER	51	39	22	22	14	19	16	8	17
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	5	4	0	2	1	1	1	0	0

NUMBER OF ENGINEERS COVERED - 328

ASS'T PROFESSORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

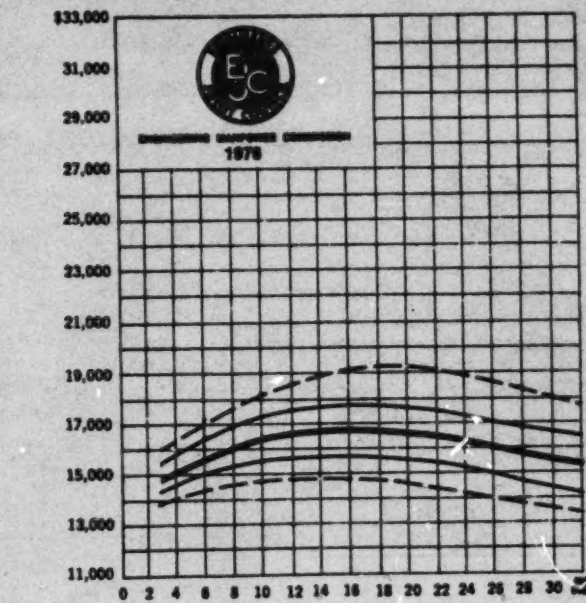
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	15800	16250	16650	17050	17400	17700
UPPER QUARTILE	0	0	0	15400	15750	16050	16350	16600	16850
MEDIAN	0	0	0	14850	15100	15350	15600	15800	15950
LOWER QUARTILE	0	0	0	14350	14550	14750	14950	15100	15200
LOWER DECILE	0	0	0	13650	13850	14050	14200	14350	14450
MEAN	0	0	0	14800	15100	15350	15600	15850	16000
TOTAL NUMBER	1	4	4	8	21	51	93	120	135
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	18150	18650	18950	19050	19100	19050	19050	19000	18950
UPPER QUARTILE	17200	17550	17750	17650	17500	17300	17100	16900	16650
MEDIAN	16250	16500	16600	16500	16350	16150	15950	15700	15350
LOWER QUARTILE	15400	15550	15550	15400	15200	14950	14700	14350	14000
LOWER DECILE	14550	14550	14400	14150	13900	13650	13450	13200	13000
MEAN	16300	16550	16600	16550	16450	16250	16100	15900	15700
TOTAL NUMBER	477	348	154	78	71	42	43	46	49
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	1	1	0	0	0	2	1	2

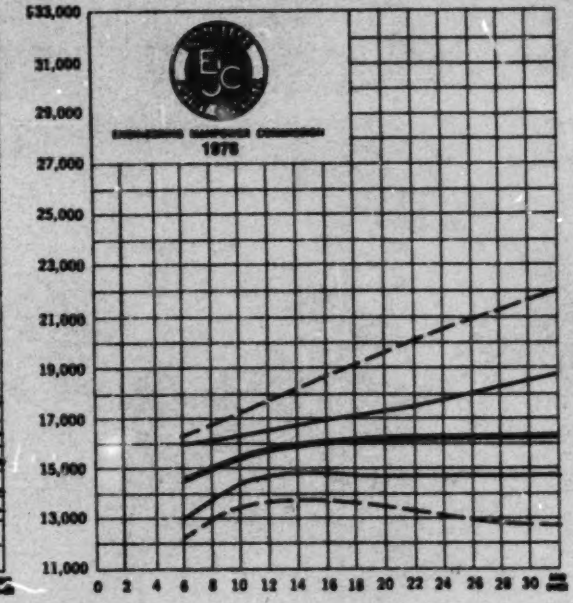
NUMBER OF ENGINEERS COVERED - 1765

ASST. PROFESSORS, 9-MO. CONTRACT"

PhD ENGINEERING SCHOOLS



NON-PhD ENGINEERING SCHOOLS



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

PhD SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	16800	16400	16750	17100	17400	17700
UPPER QUARTILE	0	0	0	15450	15800	16150	16450	16700	16950
MEDIAN	0	0	0	14850	15150	15400	15650	15900	16100
LOWER QUARTILE	0	0	0	14450	14700	14900	15050	15200	15350
LOWER DECILE	0	0	0	13950	14150	14300	14450	14550	14650
MEAN	0	0	0	14900	15200	15500	15700	15950	16150
TOTAL NUMBER	0	3	3	7	20	47	86	113	122
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	18200	18800	19100	19150	19050	18750	18400	17850	17850
UPPER QUARTILE	17350	17700	17800	17700	17500	17200	16850	16450	15950
MEDIAN	16400	16650	16750	16650	16400	16150	15800	15400	14900
LOWER QUARTILE	15600	15750	15750	15600	15350	15050	14700	14250	13600
LOWER DECILE	14750	14800	14750	14550	14300	14000	13700	13350	12900
MEAN	16450	16750	16850	16750	16550	16250	15950	15500	14900
TOTAL NUMBER	482	271	113	62	50	33	36	38	34
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	1	1	0	0	0	2	1	2

NUMBER OF ENGINEERS COVERED - 1432

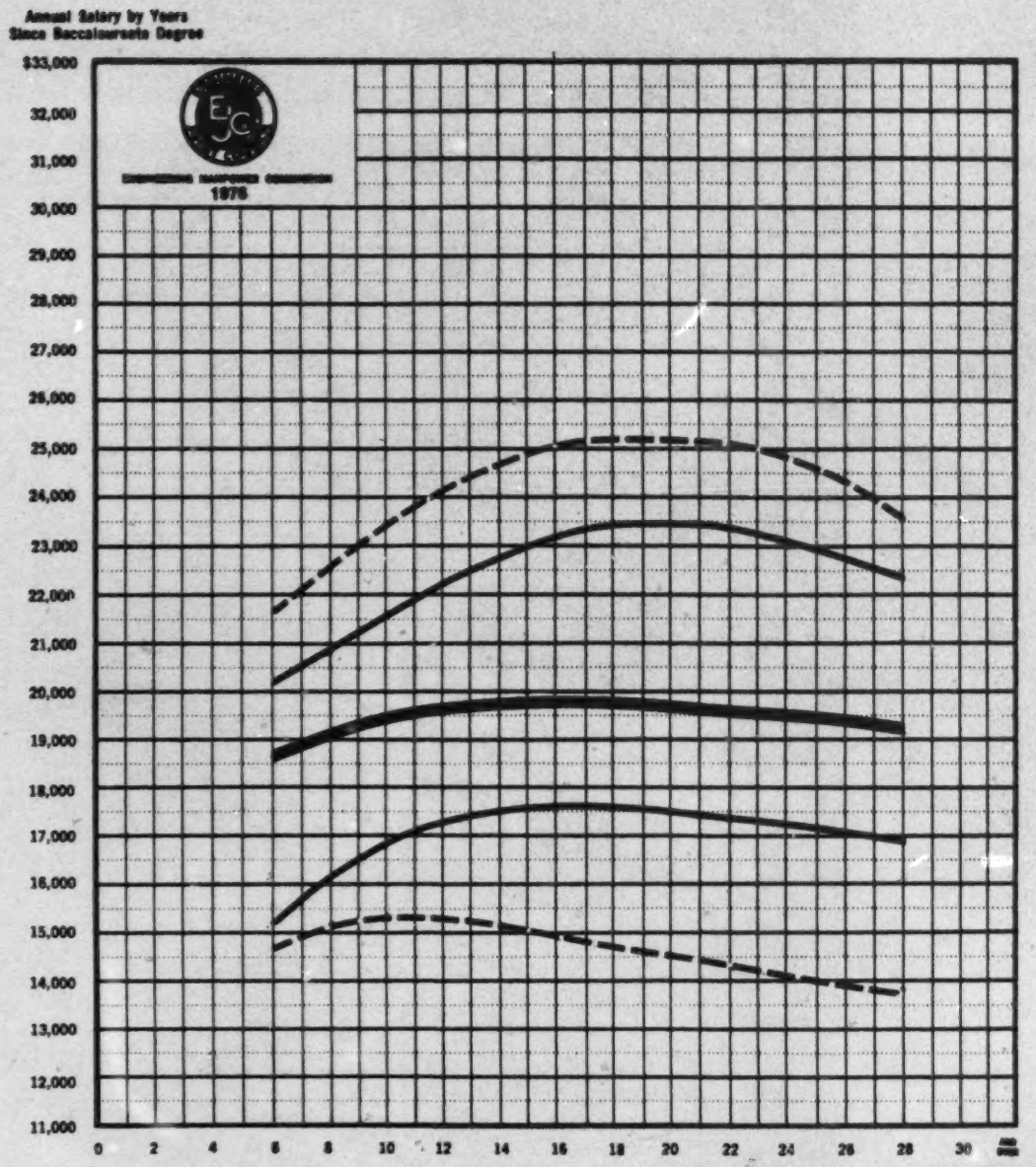
NON-PhD SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	16200	16450	16700
UPPER QUARTILE	0	0	0	0	0	0	16000	16050	16150
MEDIAN	0	0	0	0	0	0	14550	14800	15000
LOWER QUARTILE	0	0	0	0	0	0	12950	13650	14100
LOWER DECILE	0	0	0	0	0	0	12200	12800	13300
MEAN	0	0	0	0	0	0	14300	14650	14950
TOTAL NUMBER	1	1	1	1	1	4	7	15	13
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	17250	18000	18750	19450	20100	20750	21300	22000	22050
UPPER QUARTILE	16350	16650	17000	17300	17650	18000	18350	18850	19050
MEDIAN	15400	15800	16000	16100	16200	16200	16250	16250	16250
LOWER QUARTILE	14650	14800	14800	14750	14750	14750	14750	14750	14750
LOWER DECILE	13800	13950	13700	13400	13150	13000	12900	12850	12850
MEAN	15450	15900	16200	16350	16450	16500	16550	16550	16550
TOTAL NUMBER	75	69	41	16	21	9	7	16	19
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 313

ASST. PROFESSOR, 12-MO. CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

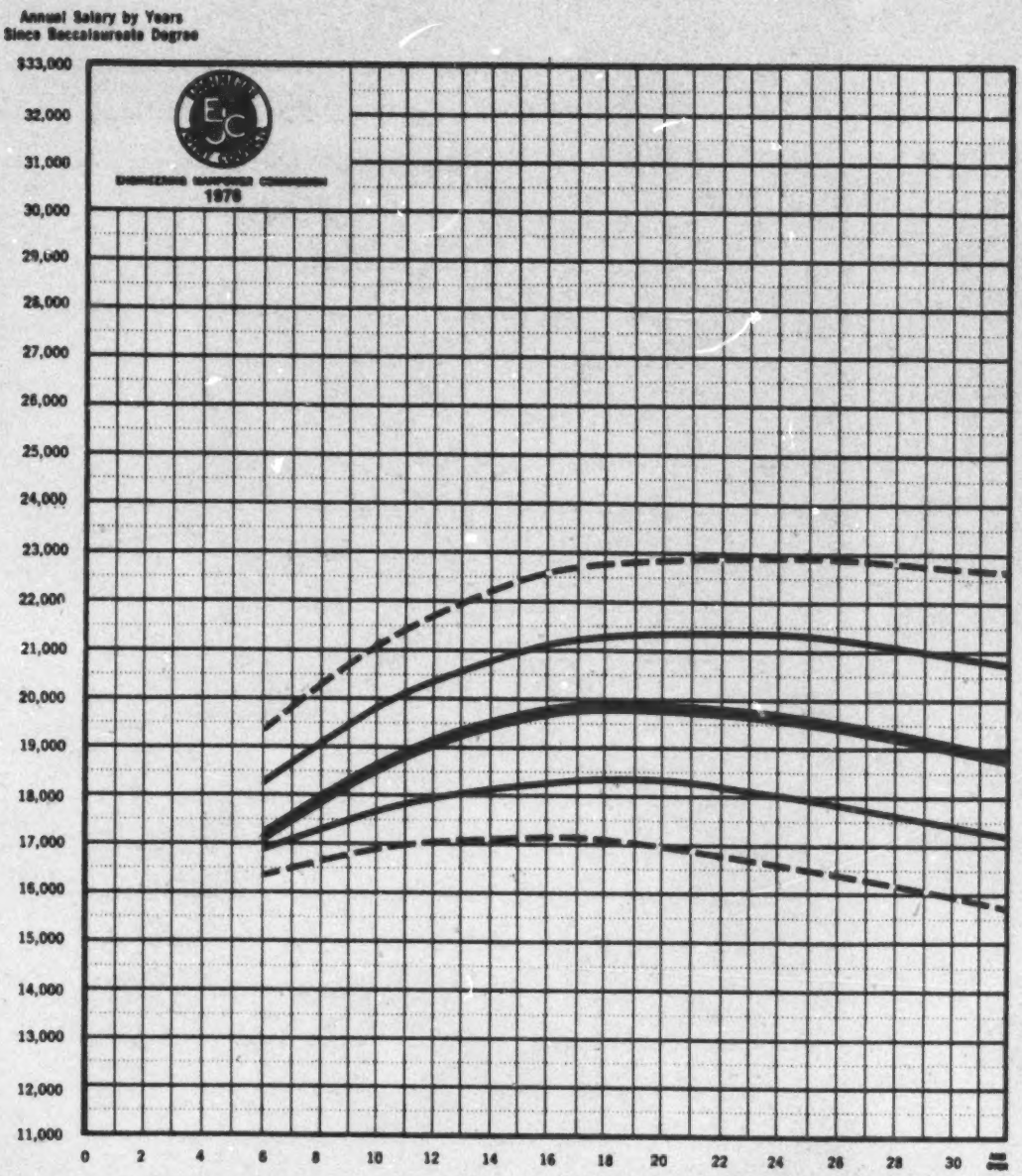
Upper Decile — — —
Upper Quartile ———
Median ▬▬▬
Lower Quartile ———
Lower Decile — — —

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	21750	22200	22650
UPPER QUARTILE	0	0	0	0	0	0	20100	20500	20900
MEDIAN	0	0	0	0	0	0	18700	18950	19150
LOWER QUARTILE	0	0	0	0	0	0	15100	15650	16150
LOWER DECILE	0	0	0	0	0	0	14700	14950	15190
MEAN	0	0	0	0	0	0	18400	18650	18900
TOTAL NUMBER	0	4	3	3	4	4	7	13	0
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23450	24400	25050	25250	25050	24500	23950	0	0
UPPER QUARTILE	21600	22500	23150	23450	23400	23050	22400	0	0
MEDIAN	19450	19700	19800	19750	19550	19350	19100	0	0
LOWER QUARTILE	16050	17500	17650	17550	17350	17150	16950	0	0
LOWER DECILE	15350	15250	14950	14600	14300	14050	13900	0	0
MEAN	19350	19800	20100	20200	20000	19650	19050	0	0
TOTAL NUMBER	48	46	21	15	13	15	14	3	3
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 216

ASSOC. PROFESSORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

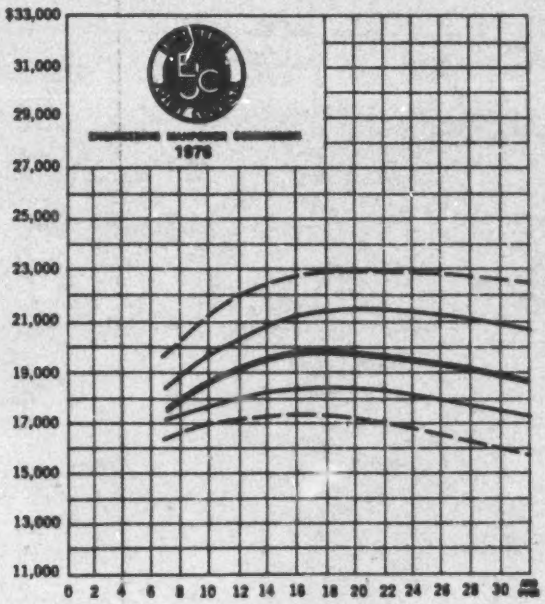
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	19400	19900	20400
UPPER QUARTILE	0	0	0	0	0	0	18250	18700	19100
MEDIAN	0	0	0	0	0	0	17200	17650	18000
LOWER QUARTILE	0	0	0	0	0	0	16950	17200	17350
LOWER DECILE	0	0	0	0	0	0	16400	16600	16700
MEAN	0	0	0	0	0	0	17650	17950	18300
TOTAL NUMBER	0	0	0	0	1	0	5	0	14
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21200	22100	22650	22900	22950	22900	22800	22650	22450
UPPER QUARTILE	19850	20650	21100	21350	21350	21250	21050	20800	20450
MEDIAN	18650	19300	19650	19750	19650	19450	19200	18850	18450
LOWER QUARTILE	17700	18050	18250	18250	18150	17950	17650	17250	16950
LOWER DECILE	16950	17100	17150	17000	16800	16500	16200	15750	15100
MEAN	18800	19400	19750	19850	19800	19650	19400	19100	18650
TOTAL NUMBER	293	539	593	487	284	234	218	231	189
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 3848

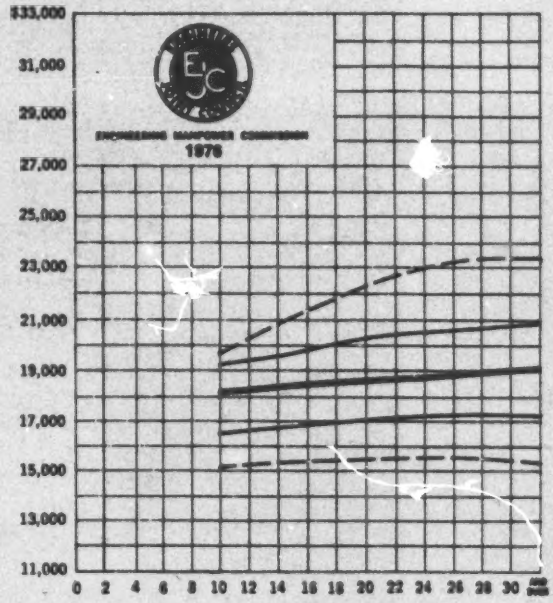
PhD ENGINEERING SCHOOLS

Annual Salary by Years Since Baccalaureate Degree



NON-PhD ENGINEERING SCHOOLS

Annual Salary by Years Since Baccalaureate Degree



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

PhD SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	19850	20450
UPPER QUARTILE	0	0	0	0	0	0	0	18550	19050
MEDIAN	0	0	0	0	0	0	0	17500	17950
LOWER QUARTILE	0	0	0	0	0	0	0	17100	17350
LOWER DECILE	0	0	0	0	0	0	0	16500	16700
MEAN	0	0	0	0	0	0	0	17850	18250
TOTAL NUMBER	0	0	0	0	1	0	3	0	14
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21350	22300	22800	22950	22900	22600	22700	22550	22500
UPPER QUARTILE	19900	20850	21350	21550	21500	21300	21050	20700	20350
MEDIAN	18700	19500	19900	20000	19850	19600	19250	18600	18350
LOWER QUARTILE	17800	18250	18500	18500	18400	18100	17800	17300	16550
LOWER DECILE	17050	17350	17450	17300	17050	16700	16300	15850	15250
MEAN	18950	19650	20000	20100	19950	19750	19450	19050	18600
TOTAL NUMBER	210	453	493	399	244	184	165	105	146
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 2584

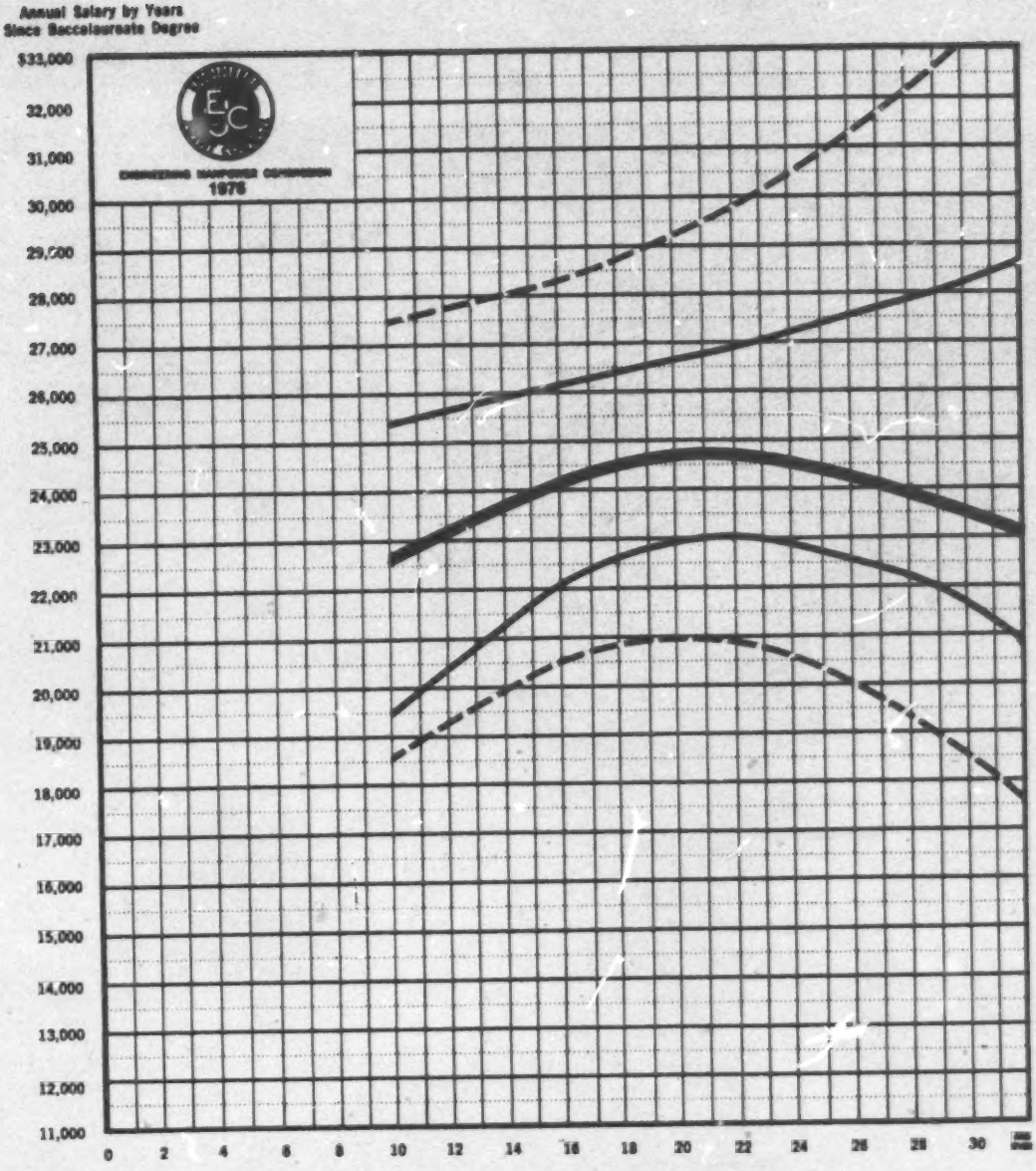
NON-PhD SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	0	2	0	0
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	19850	20750	21950	22250	22600	23150	23400	23350	22550
UPPER QUARTILE	19100	19500	19900	20200	20450	20650	20800	20950	20850
MEDIAN	18200	18350	18500	18600	18750	18850	18950	19050	19150
LOWER QUARTILE	16650	16800	16950	17050	17150	17200	17200	17150	17000
LOWER DECILE	15100	15350	15500	15600	15600	15600	15500	15250	14650
MEAN	17850	18200	18500	18750	18950	19100	19150	19200	19000
TOTAL NUMBER	43	86	100	80	48	58	45	46	43
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 544

ASSOC. PROFESSORS, 12-MO CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

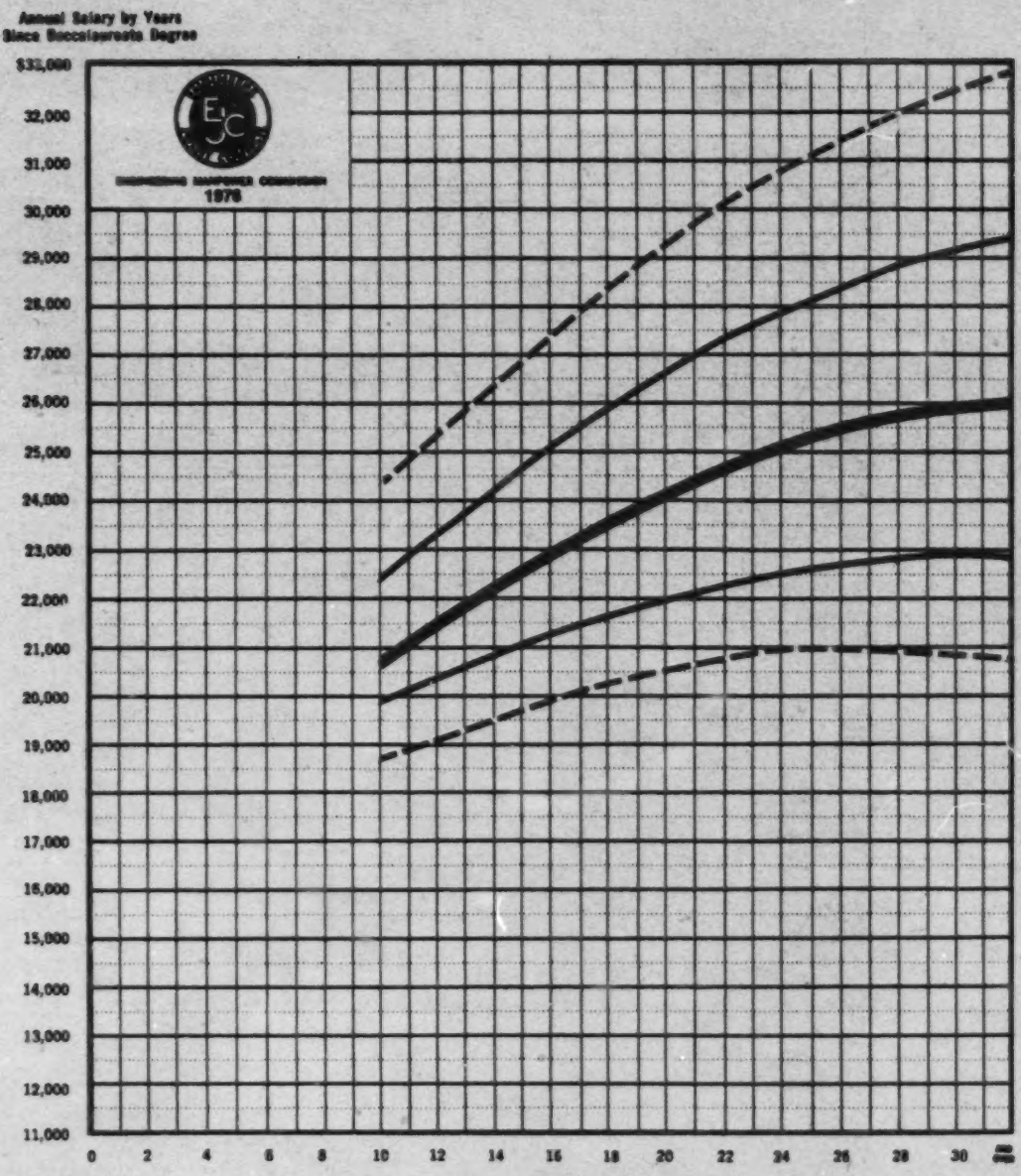
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	0	0	2	0
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27500	27000	28300	28950	29000	30050	32150	34200	30900
UPPER QUARTILE	25500	25750	26100	26900	26950	27450	27950	28650	29550
MEDIAN	22650	23500	24100	24500	24600	24450	24800	23050	20700
LOWER QUARTILE	19950	21200	22150	22800	23000	22000	22150	20000	17600
LOWER DECILE	18950	19750	20600	21000	20950	20350	19400	17650	14200
MEAN	22850	23550	24150	24650	25050	25250	25350	25300	24500
TOTAL NUMBER	35	52	63	48	37	25	26	23	14
NUMBERS OVER $42000	0	0	0	0	0	0	0	2	1
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 328

PROFESSORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

- Upper Decile — — —
- Upper Quartile ————
- Median ▬▬▬▬
- Lower Quartile ————
- Lower Decile — — —

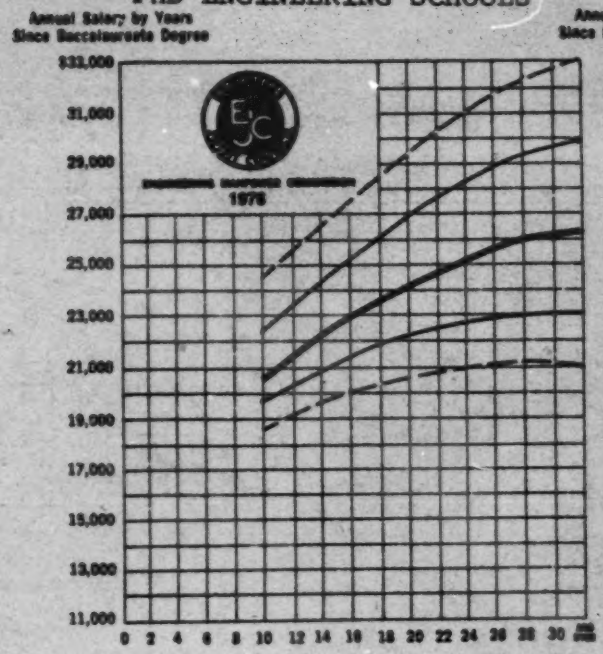
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	3
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24400	25950	27400	28850	30100	31200	32000	32700	32450
UPPER QUARTILE	22450	23600	25100	26350	27400	28300	28950	29400	28900
MEDIAN	20850	21900	22950	23650	24650	25300	25750	26000	25450
LOWER QUARTILE	19900	20650	21350	21900	22350	22650	22850	22850	22250
LOWER DECILE	18750	19400	19950	20400	20750	20900	20950	20750	19900
MEAN	21300	22400	23400	24300	25050	25700	26100	26350	25850
TOTAL NUMBER	11	91	315	534	589	501	501	651	734
NUMBERS OVER $42000	0	0	0	0	1	0	0	1	2
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

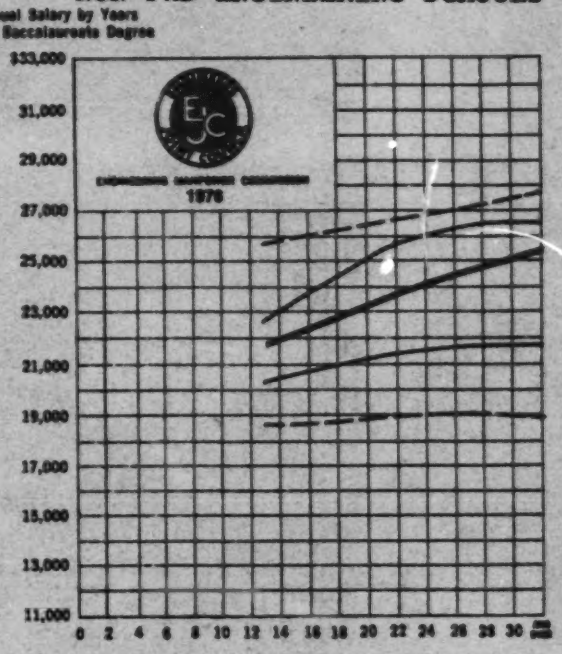
NUMBER OF ENGINEERS COVERED - 3898

PROFESSORS, 9-MO. CONTRACT

PhD ENGINEERING SCHOOLS



NON-PhD ENGINEERING SCHOOLS



LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PhD SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	2
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24650	26200	27700	29150	30450	31550	32400	33050	32700
UPPER QUARTILE	22400	23850	25250	26550	27750	28700	29450	29900	29400
MEDIAN	20750	21900	23000	24000	24850	25550	26050	26300	25650
LOWER QUARTILE	19900	20700	21400	22000	22500	22950	23000	23000	22300
LOWER DECILE	18750	19450	20050	20550	20900	21100	21150	21000	20050
MEAN	21350	22450	23950	24500	25350	26000	26450	26700	26150
TOTAL NUMBER	10	77	271	450	441	426	427	960	625
NUMBERS OVER $42000	0	0	0	0	1	0	0	1	2
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3385

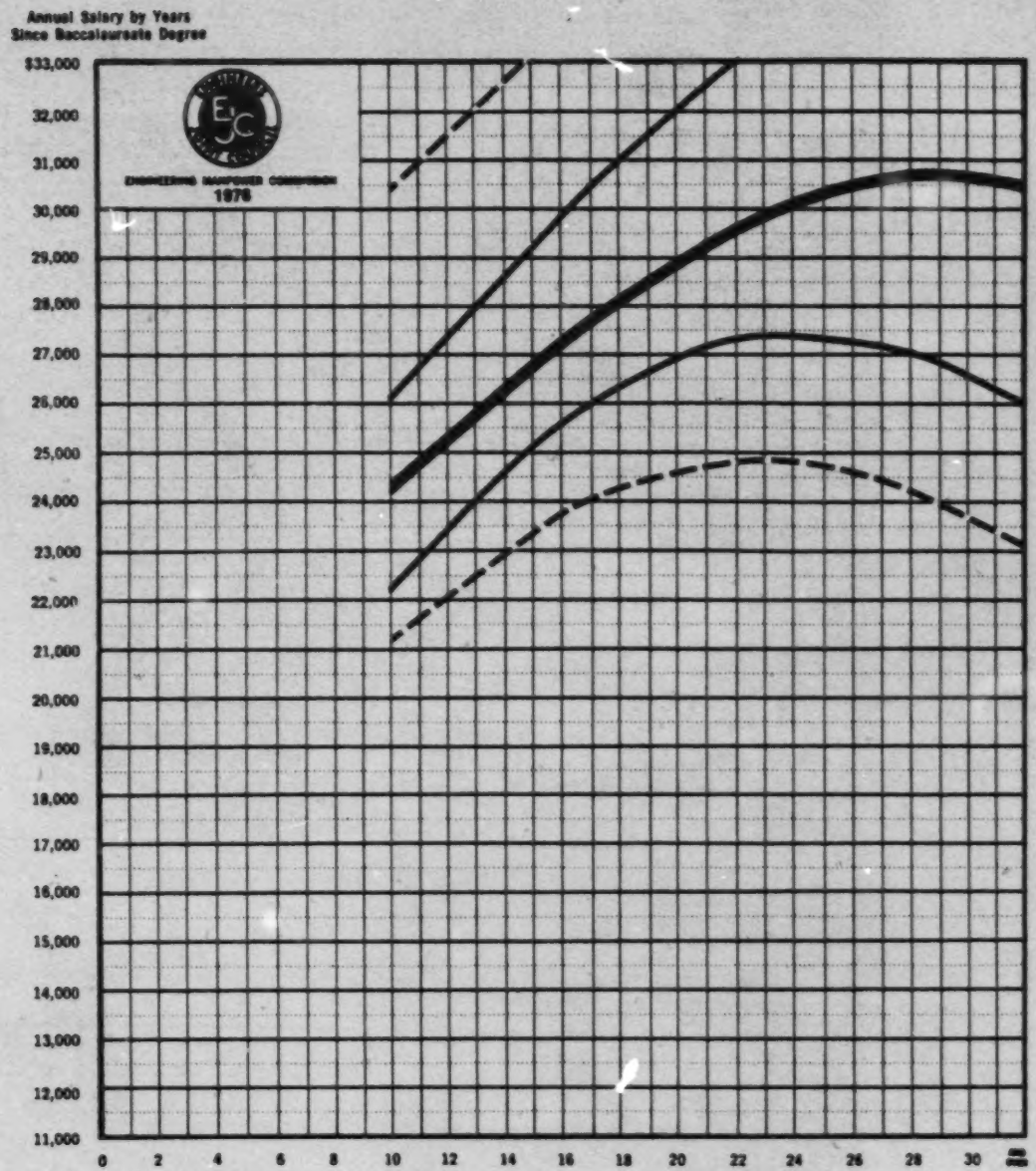
NON-PhD SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	25850	26150	26400	26700	27000	27300	27750	28000
UPPER QUARTILE	0	22000	24300	25300	25900	26200	26400	26500	26500
MEDIAN	0	21400	22300	23100	23850	24400	24650	25200	25000
LOWER QUARTILE	0	20350	20800	21200	21500	21700	21800	21800	21550
LOWER DECILE	0	18800	18900	18950	19800	19850	19850	18950	18700
MEAN	0	21750	22450	23050	23500	23800	24000	24150	24150
TOTAL NUMBER	1	14	44	76	60	75	7[illegible]	63	109
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 949

PROFESSORS, 12-MO CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

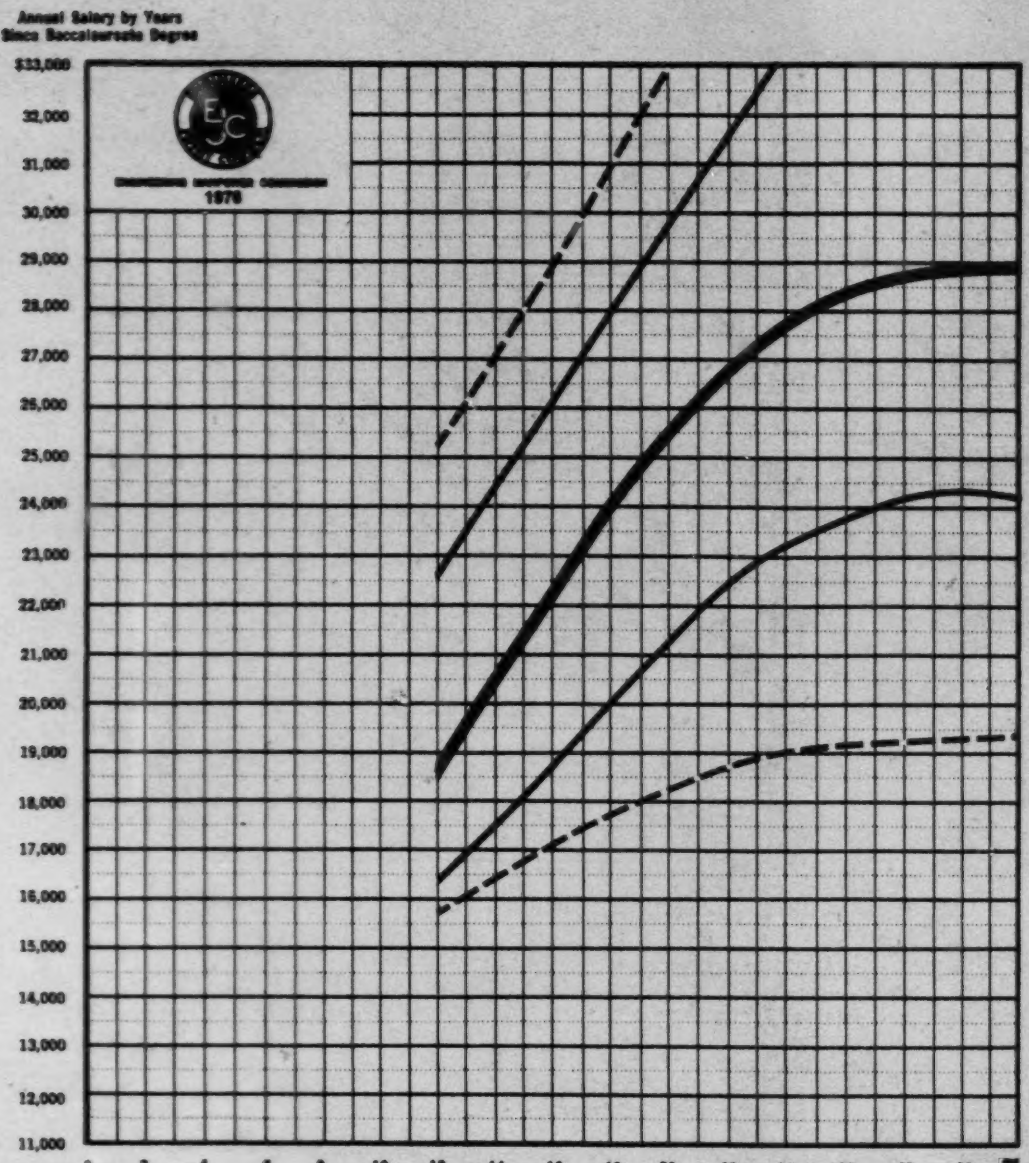
Upper Decile — — —
Upper Quartile ———
Median ▬▬▬
Lower Quartile ———
Lower Decile — — —

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30450	32050	33550	34050	35950	36000	37300	37450	36300
UPPER QUARTILE	26150	28100	29950	31600	33000	34050	34600	34600	32550
MEDIAN	24250	25850	27300	28600	29650	30300	30650	30400	28400
LOWER QUARTILE	22150	24000	25550	26650	27300	27600	27850	26850	23700
LOWER DECILE	21250	22750	23900	24600	24850	24650	24150	23150	21300
MEAN	25150	26600	27950	29100	30000	30550	30750	30400	28400
TOTAL NUMBER	7	12	41	51	43	60	42	56	74
NUMBERS OVER $42000	0	0	0	0	0	1	0	1	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 486

ADMINISTRATORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

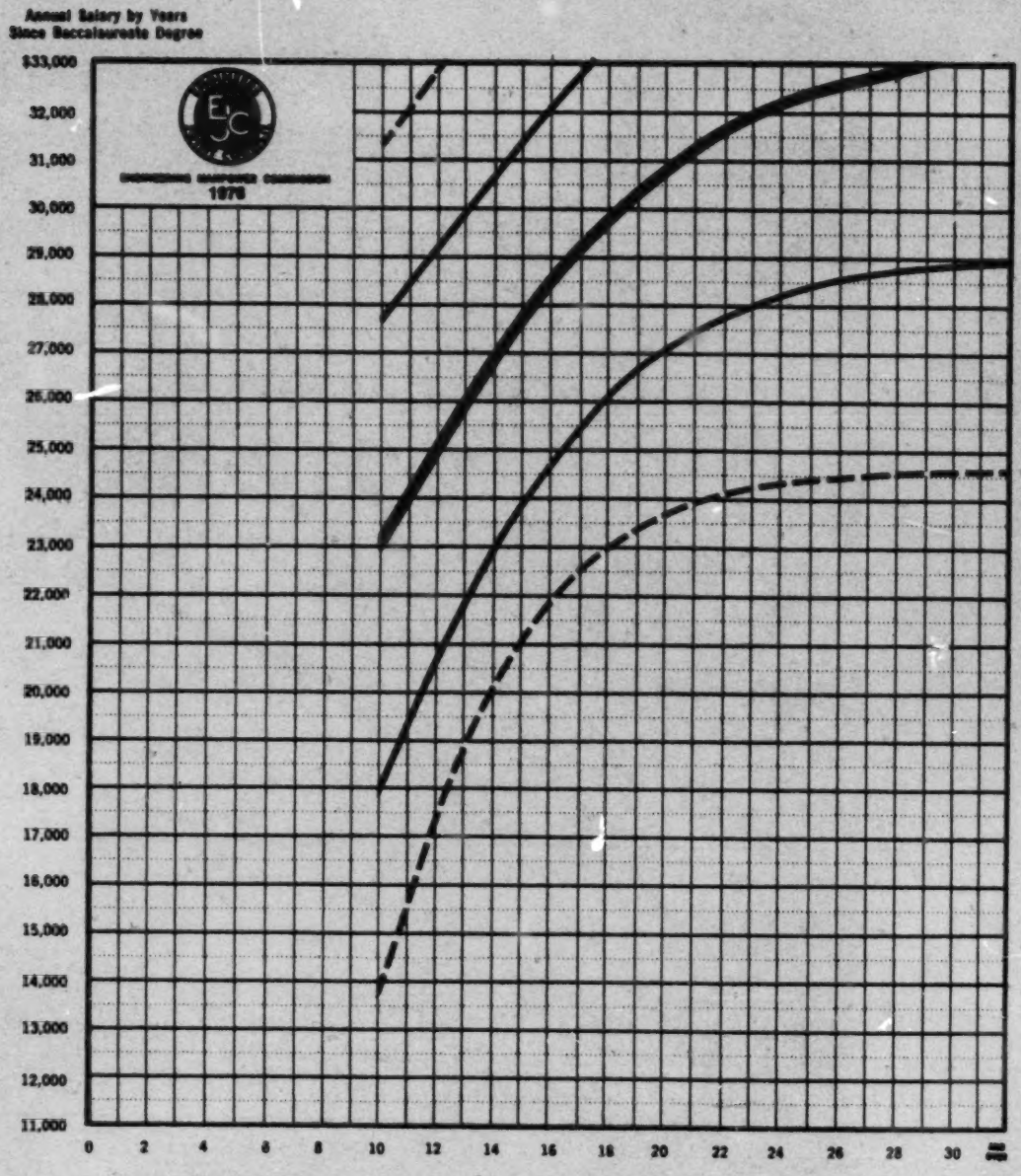
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	25350	29750	32000	34650	36550	37450	37250	34800
UPPER QUARTILE	0	22600	26100	29250	31650	33150	33750	33400	31800
MEDIAN	0	19650	22200	24950	26800	27900	28600	29000	29150
LOWER QUARTILE	0	16400	18650	20750	22500	23650	24250	24150	22900
LOWER DECILE	0	15900	17150	18050	18650	19050	19250	19450	19500
MEAN	0	19950	22600	25000	26900	28200	28850	28850	27800
TOTAL NUMBER	4	23	28	45	44	41	34	58	43
NUMBERS OVER $42000	0	0	0	0	1	2	2	1	1
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 326

ADMINISTRATORS, 12-MO. CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

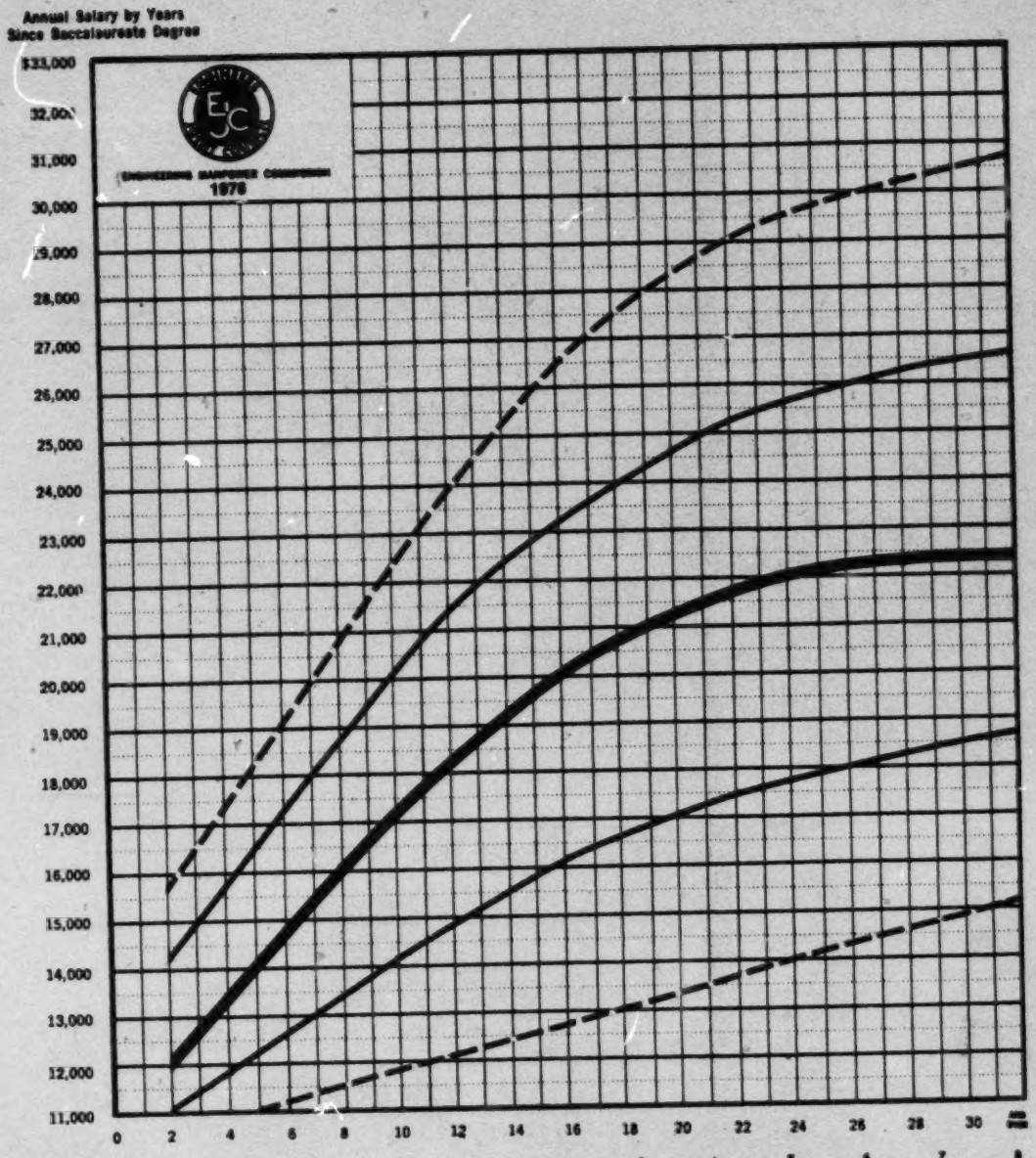
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	1	0	3	2
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31450	34200	36550	38350	39700	40600	41150	41550	41700
UPPER QUARTILE	27650	30800	32100	33900	35350	36450	37250	37900	38300
MEDIAN	23100	26150	28600	30350	31550	32300	32750	33050	33200
LOWER QUARTILE	17800	21650	24700	26700	27850	28450	28750	28900	28950
LOWER DECILE	13750	18700	21050	23400	24100	24400	24500	24550	24590
MEAN	22900	26200	28800	30600	31750	32400	32800	33050	33150
TOTAL NUMBER	6	23	46	70	100	101	90	127	101
NUMBERS OVER $42000	0	0	1	4	9	6	4	10	11
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 671

RESEARCHERS, 12-MO. CONTRACT
ALL ENGINEERING SCHOOLS



LEGEND

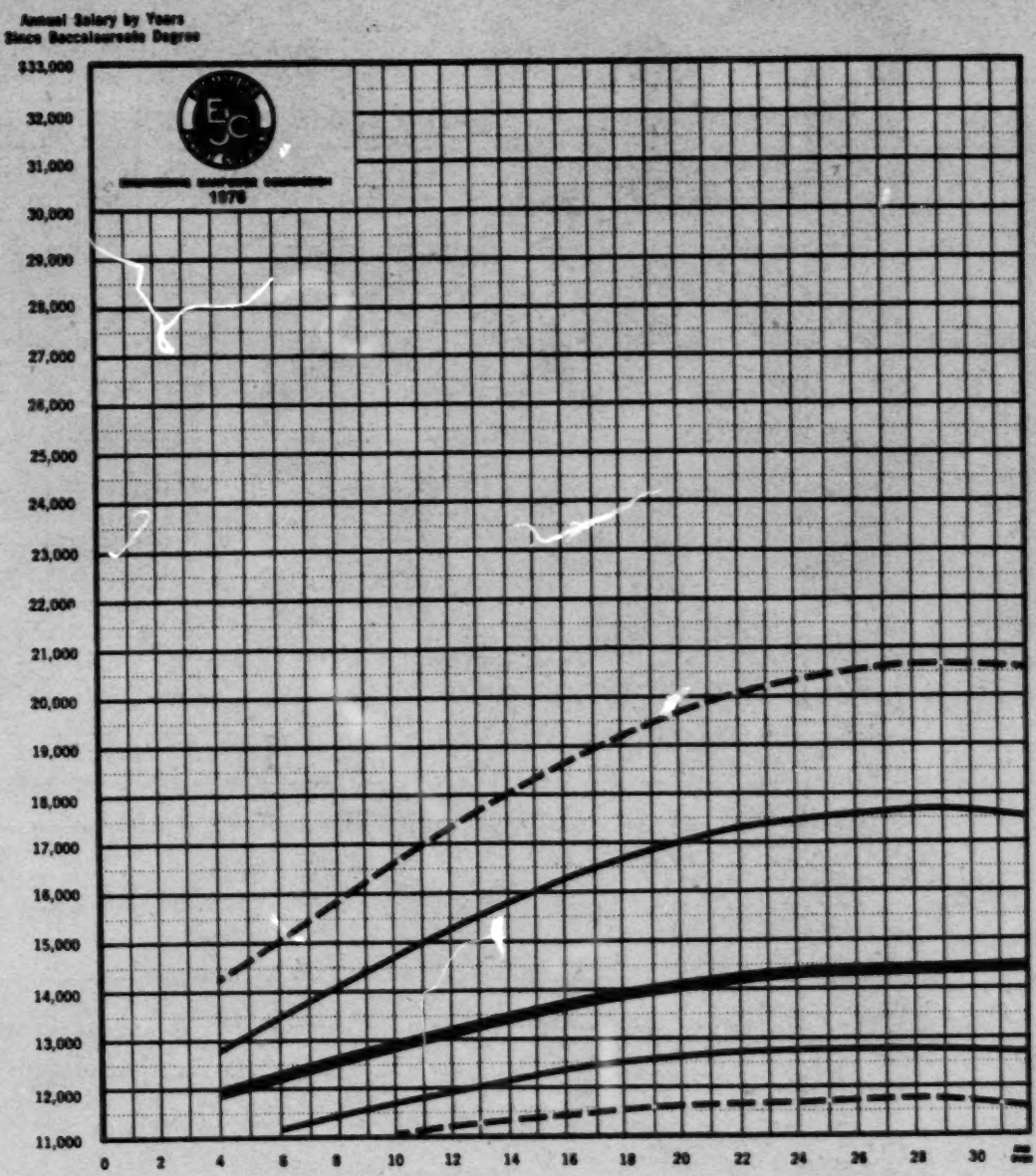
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	15700	16550	17400	18300	19150	20000	20850
UPPER QUARTILE	0	0	14250	15050	15800	16650	17300	18050	18750
MEDIAN	0	0	12050	12750	13450	14150	14850	15500	16150
LOWER QUARTILE	0	0	11000	11400	11800	12250	12650	13050	13450
LOWER DECILE	0	0	10550	10700	10850	11000	11150	11300	11500
MEAN	0	0	12900	13450	14050	14600	15150	15700	16250
TOTAL NUMBER	0	0	22	37	23	22	41	39	36
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	4	6	2	4	9	6	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22450	24650	26500	27900	29000	29750	30250	30650	30900
UPPER QUARTILE	20100	21900	23350	24450	25250	25850	26250	26550	26750
MEDIAN	17350	18900	20100	20950	21550	21950	22150	22350	22450
LOWER QUARTILE	14200	15250	16150	16900	17500	17950	18300	18600	18800
LOWER DECILE	11800	12250	12750	13200	13700	14150	14550	15100	15900
MEAN	17300	18750	19950	20900	21600	22150	22500	22800	23000
TOTAL NUMBER	121	102	74	56	53	32	38	38	32
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	4	3	1	1	0	1	0	0

NUMBER OF ENGINEERS COVERED - 766

INSTRUCTORS, 9-MO. CONTRACT
TECHNICAL SCHOOLS



LEGEND

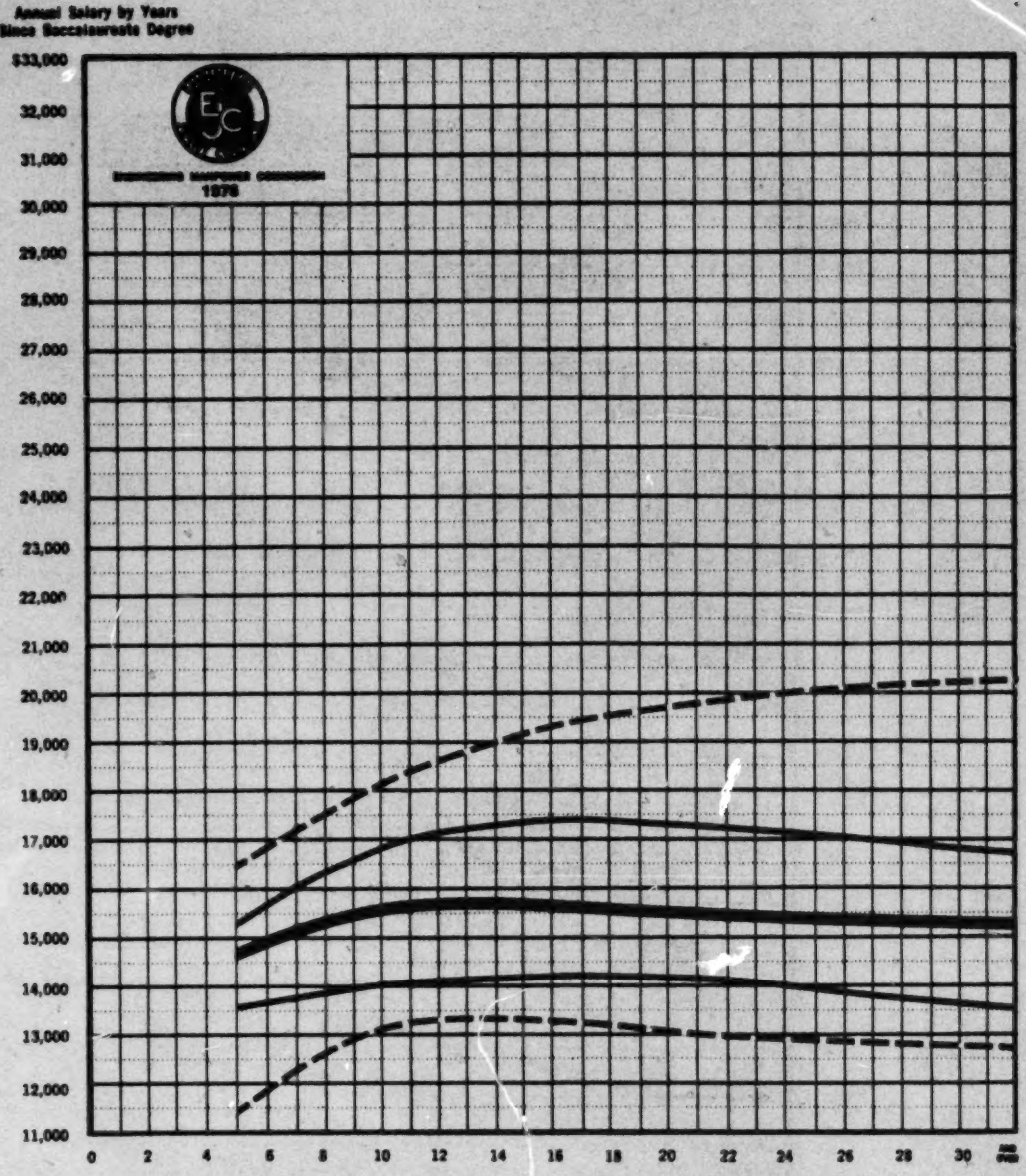
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	14250	14650	19850	15450	15800
UPPER QUARTILE	0	0	0	0	12900	13250	13550	13850	14150
MEDIAN	0	0	0	0	11950	12100	12250	12400	12550
LOWER QUARTILE	0	0	0	0	10750	10900	11100	11250	11400
LOWER DECILE	0	0	0	0	10500	10600	10700	10800	10900
MEAN	0	0	0	0	12100	12300	12500	12700	12950
TOTAL NUMBER	0	3	3	2	9	11	10	11	8
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	1	2	3	2	1	4	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	16550	17650	18600	19450	20050	20450	20650	20550	19750
UPPER QUARTILE	14750	15600	16300	16900	17350	17600	17650	17500	16800
MEDIAN	12850	13250	13600	13900	14150	14350	14450	14500	14250
LOWER QUARTILE	11700	12100	12400	12600	12700	12800	12750	12700	12400
LOWER DECILE	11050	11250	11450	11600	11650	11700	11700	11550	11200
MEAN	13350	13900	14400	14800	15150	15350	15450	15400	14750
TOTAL NUMBER	29	19	14	24	16	17	17	33	24
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	5	1	1	0	0	1	4	1	2

NUMBER OF ENGINEERS COVERED - 252

ASST. PROFESSORS, 9-MO. CONTRACT
TECHNICAL SCHOOLS



LEGEND

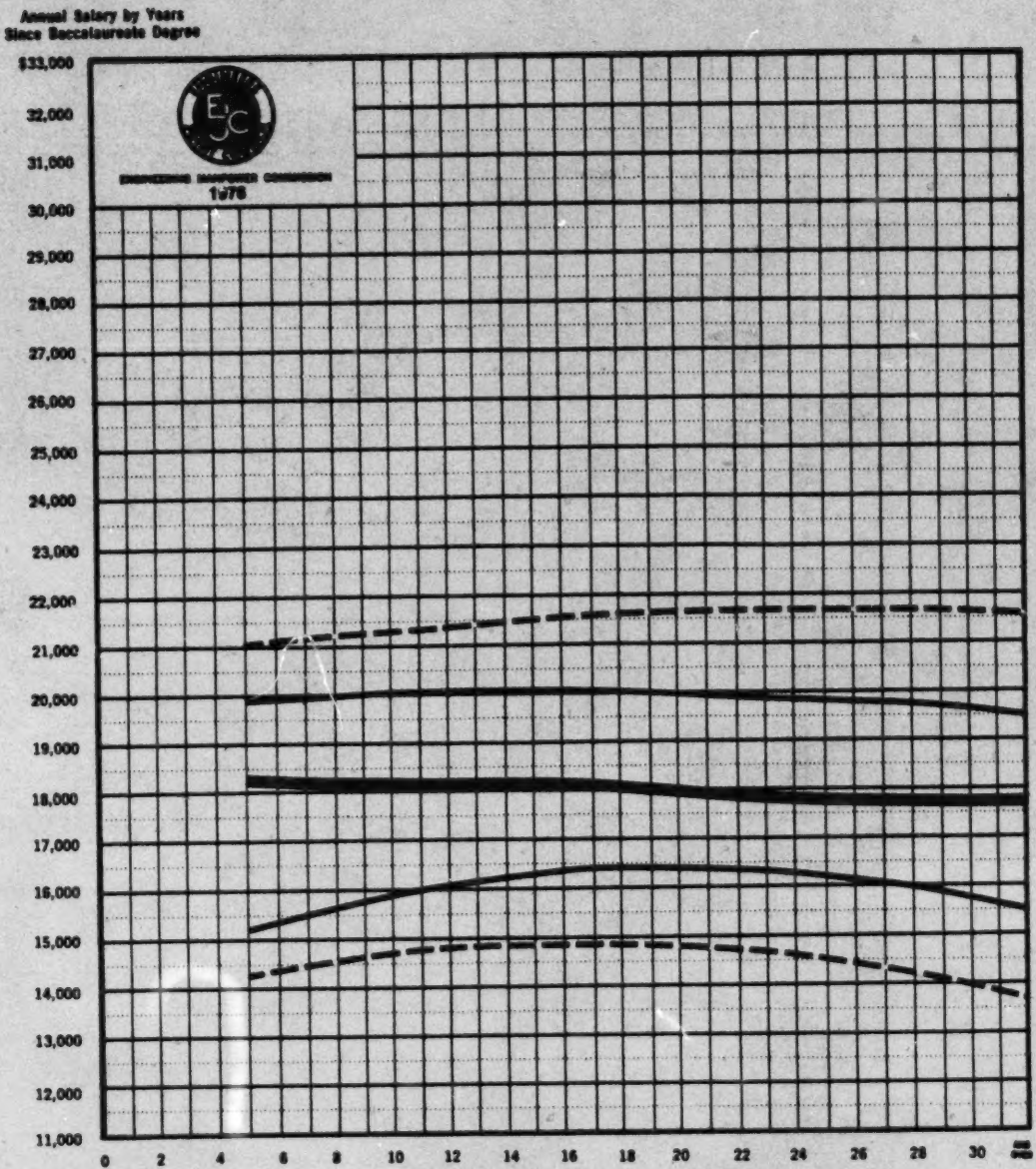
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	16500	16900	17250	0
UPPER QUARTILE	0	0	0	0	0	15250	15650	16050	0
MEDIAN	0	0	0	0	0	14750	15050	15300	0
LOWER QUARTILE	0	0	0	0	0	13950	13650	13750	0
LOWER DECILE	0	0	0	0	0	11450	11950	12400	0
MEAN	0	0	0	0	0	14200	14650	15000	0
TOTAL NUMBER	0	1	3	4	3	8	10	10	4
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	18200	18850	19350	19650	19900	20000	20100	20150	20200
UPPER QUARTILE	16900	17300	17450	17600	17250	17100	16950	16850	16750
MEDIAN	15600	15650	15950	15400	15350	15250	15250	15200	15200
LOWER QUARTILE	14050	14200	14200	14200	14100	13950	13750	13950	13200
LOWER DECILE	13100	13250	13150	13050	12900	12000	12750	12750	12700
MEAN	15650	15900	15900	15850	15800	15750	15750	15700	15700
TOTAL NUMBER	48	63	27	24	21	17	19	18	27
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	1	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 387

ASSOC. PROFESSORS, 9-MO. CONTRACT
TECHNICAL SCHOOLS



LEGEND

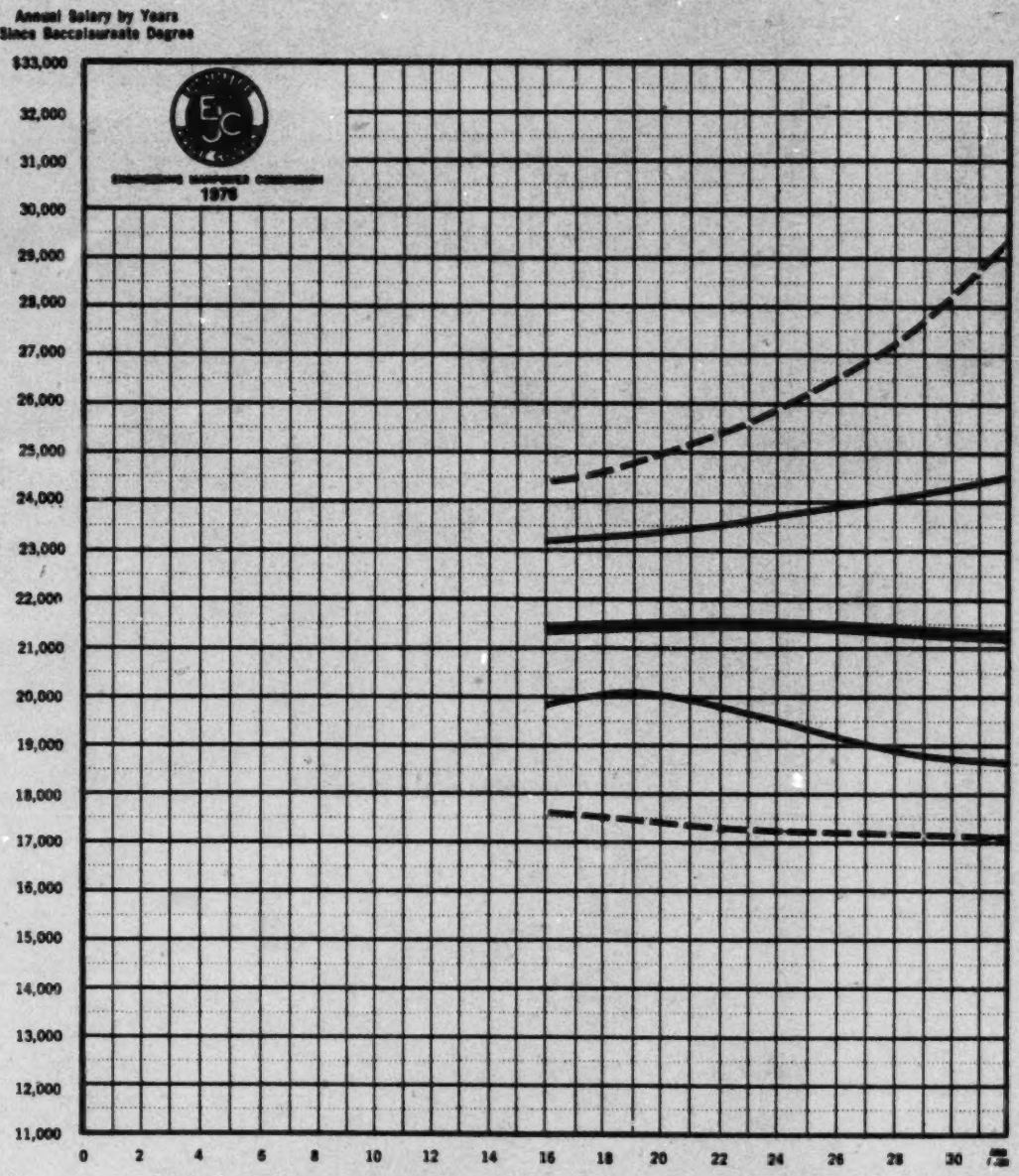
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	21050	0	21200	0
UPPER QUARTILE	0	0	0	0	0	19950	0	20000	0
MEDIAN	0	0	0	0	0	18250	0	18200	0
LOWER QUARTILE	0	0	0	0	0	15250	0	15550	0
LOWER DECILE	0	0	0	0	0	14300	0	14500	0
MEAN	0	0	0	0	0	17900	0	18000	0
TOTAL NUMBER	0	0	1	0	0	5	4	5	3
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21350	21450	21550	21650	21650	21650	21650	21550	21300
UPPER QUARTILE	20050	20050	20050	20000	19950	19850	19700	19500	19000
MEDIAN	18150	18050	18000	17900	17850	17750	17700	17600	17400
LOWER QUARTILE	15900	16200	16400	16450	16400	16250	16000	15500	14350
LOWER DECILE	14700	14850	14900	14850	14700	14500	14200	13700	12650
MEAN	18100	18150	18200	18150	18100	18050	17900	17700	17200
TOTAL NUMBER	15	41	37	43	30	35	21	24	31
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 295

PROFESSORS, 9-MO. CONTRACT
TECHNICAL SCHOOLS



LEGEND

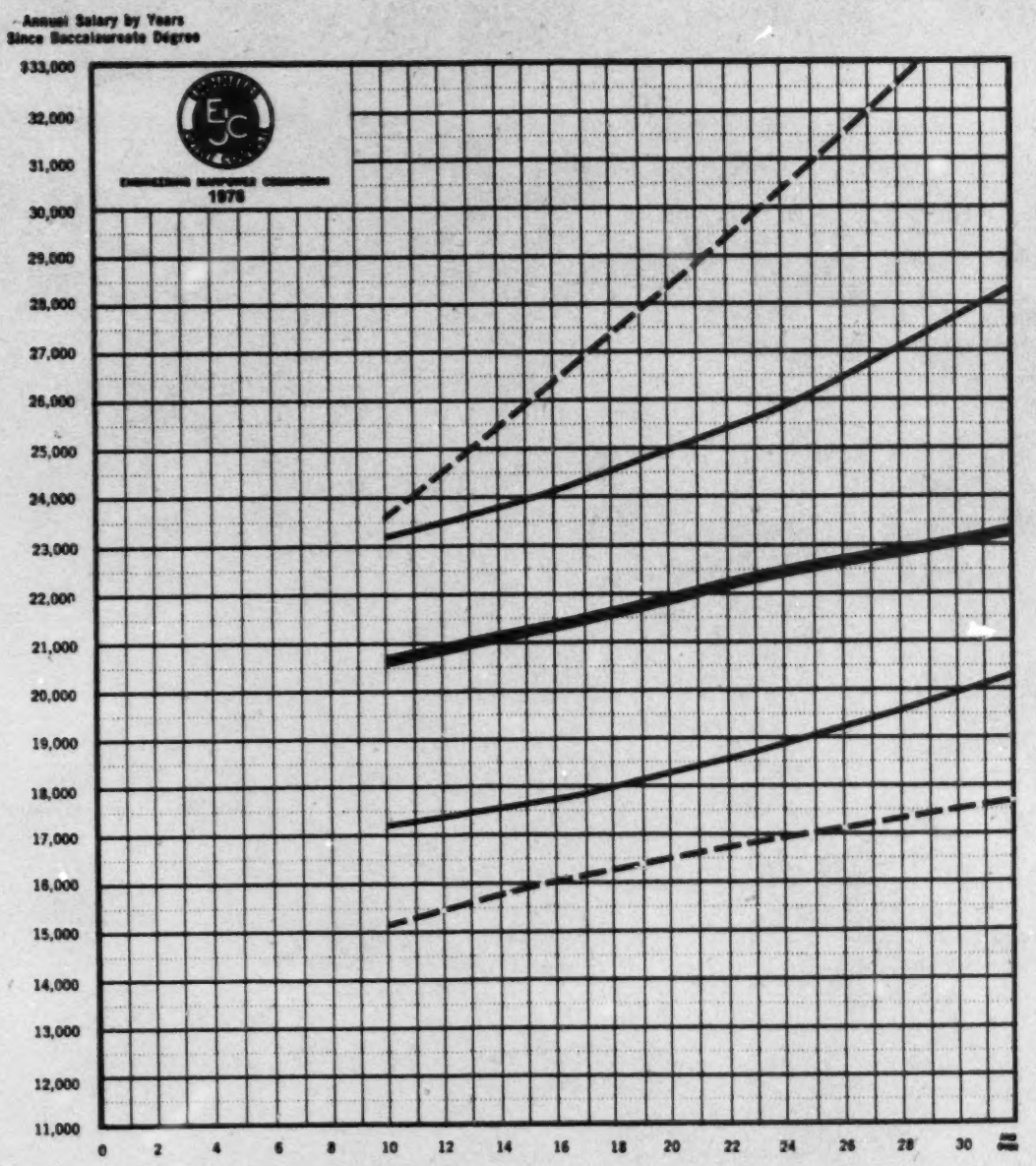
Upper Decile — — —
Upper Quartile ———
Median ▬▬▬
Lower Quartile ———
Lower Decile — — —

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	0	0	0	0
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	24150	24400	24850	25450	26300	27350	29300	34750
UPPER QUARTILE	0	23100	23200	23350	23500	23750	24050	24500	25950
MEDIAN	0	21350	21400	21450	21450	21400	21300	21100	20550
LOWER QUARTILE	0	19600	19850	20250	19700	19150	18850	18650	18600
LOWER DECILE	0	17700	17550	17400	17250	17150	17100	17050	17050
MEAN	0	21300	21250	21250	21300	21450	21650	22000	22950
TOTAL NUMBER	2	5	10	13	8	20	17	20	23
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 127

ADMINISTRATORS, 12-MO. CONTRACT
TECHNICAL SCHOOLS



LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	1	0	2	2	3	1
NUMBERS OVER $42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $11000	0	0	0	0	0	1	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23550	25000	26450	27950	29400	30900	32250	34000	36250
UPPER QUARTILE	23200	23700	24200	24800	25450	26200	27050	28300	31000
MEDIAN	20650	21050	21400	21800	22150	22500	22850	23300	24000
LOWER QUARTILE	17100	17450	17750	18150	18550	19050	19550	20350	22050
LOWER DECILE	15150	15600	16050	16450	16800	17100	17350	17600	17850
MEAN	20250	20600	21100	21700	22350	23100	23800	24750	25900
TOTAL NUMBER	7	5	15	8	10	15	18	20	16
NUMBERS OVER $42000	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 116

EDUCATIONAL INSTITUTIONS

ENGINEERING SCHOOLS, PHD

Air Force Institute of Technology
Arizona State University
Brigham Young University
Brown University
Case Western Reserve University
Christian Brothers College
Clemson University
Cleveland State University
Clarkson College
Columbia University
Cornell University
Dartmouth College
Drexel University
Duke University
Florida Institute of Technology
Georgia Institute of Technology
Institute of Paper Chemistry
Iowa State University
Kansas State University
Lamar University
Louisiana State University
Louisiana Technological University
Marquette University
Massachusetts Institute of Technology
Michigan State University
Michigan Technological University
Mississippi State University
New Mexico State University
North Carolina State University
Northeastern University
Northwestern University
Ohio State University
Ohio University
Old Dominion University
Oregon State University
Pennsylvania State University
Portland State University
Princeton University
Purdue University
Rensselaer Polytechnic Institute
South Dakota School of Mines & Technology
Southern Methodist University
Stanford University
SUNY College of Ceramics at Alfred University
SUNY College of Environmental Science & Forestry
Stevens Institute of Technology
Syracuse University
Tennessee Technological University
Texas A&M University
Texas Technological University
Tufts University
Union College
U.S. Naval Postgraduate School
University of Akron
University of Alabama, Birmingham
University of Alabama, Huntsville
University of Alabama, University
University of Arizona
University of Arkansas
University of California, Davis
University of California, Los Angeles
University of California, Santa Barbara
University of Colorado
University of Connecticut
University of Dayton
University of Delaware
University of Florida
University of Hawaii
University of Iowa
University of Kansas
University of Kentucky
University of Louisville
University of Maine
University of Maryland
University of Massachusetts
University of Miami
University of Minnesota
University of Mississippi
University of Missouri, Columbia
University of Missouri, Rolla
University of Nebraska
University of Nevada, Reno
University of Oklahoma
University of Pennsylvania
University of Pittsburgh
University of Rhode Island
University of Rochester
University of South Carolina
University of Southern California
University of Tennessee Space Institute
University of Texas, Arlington
University of Toledo
University of Vermont
University of Virginia
University of Washington
University of Wisconsin, Madison
University of Wisconsin, Milwaukee
Utah State University
Vanderbilt University
Virginia Polytechnic Institute
Washington State University
Washington University
Wayne State University
West Virginia University
Wichita State University
Worcester Polytechnic Institute
Yale University

ENGINEERING SCHOOLS, NON-PHD

Arkansas State University
Arkansas Polytechnic College
Arkansas State University
Bradley University
Bucknell University
California Polytechnic State University
California State Polytechnic University
California State University, Chico
California State University, Fresno
California State University, Long Beach
California State University, Los Angeles
California State University, Northridge
California State University, Sacramento
The Citadel
Cooper Union
Embry-Riddle Aeronautical University
Fairleigh Dickenson University
Florida Technological University
General Motors Institute
Geneva College
The Hartford Graduate Center
Harvey Mudd College
Howard University
Indiana Institute of Technology
John Brown University
Lafayette College
LeTourneau College
Loyola College
Loyola Marymount University
Manhattan College
Marietta College
Massachusetts Maritime Academy
McNeese State University
Memphis State University
Milwaukee School of Engineering
Monmouth College
Montana College of Mineral Science & Technology
New England College
Norwich University
Ohio Northern University
Parks College of St. Louis University
C.W. Post College - LIU

Purdue University, Indianapolis
San Diego State University
San Jose State University
Seattle Pacific College
Seattle University
South Dakota State University
Southeastern Massachusetts University
Southern Illinois University, Edwardsville
Southern University
SUNY Maritime College
Swarthmore College
Trinity College
Trinity University
Tri-State University
U.S. Naval Academy
University of Arkansas, Little Rock
University of Bridgeport
University of Hartford
University of Lowell
University of Michigan, Dearborn
University of Nevada, Las Vegas
University of New Haven
University of North Carolina
University of North Dakota
University of the Pacific
University of Redlands
University of South Alabama
University of Southwestern Louisiana
University of Tennessee, Chattanooga
University of Texas, El Paso
University of Texas, Permian Basin
University of Wisconsin, Platteville
Villanova University
Valparaiso University
Virginia Military Institute
Walla Walla College
Webb Institute of Naval Architecture
West Coast University
Western Michigan University
Western New England College
West Virginia College of Graduate Studies
Youngstown State University

TECHNICAL INSTITUTES

Academy of Aeronautics
American River College
Andrews University
Anoka-Ramsey Community College
Arizona State University
Asheville Buncombe Technical Institute
Bluefield State College
Bristol Community College
Broward Community College
Butler County Community College
California Polytechnic State University
Cape Fear Technical Institute
Central Missouri State University
Central Piedmont Community College
Chabot College
Clark Technical College
Clatsop Community College
Cogswell College
College of the Desert
College of Lake County
College of Marin
College of the Siskiyous
Colorado Technical College
Delaware Technical and Community College
Delgado College
Del Mar College
Dutchess County Community College
Eastern Kentucky University
Fairmont State College
Florence-Darlington Technical College
Florida International University
Florida Keys Community College
Forest Park Community College
Gaston College
Georgia Southern College
Guilford Technical Institute
Hartford State Technical College
Hawkeye Institute of Technology
Lake Superior State College
Lincoln Land Community College
Lincoln University
Marshall University
Meramec Community College
Milwaukee Area Technical College
Missouri Western State College
Monroe County Community College
Montgomery College
Morrison Institute of Technology
Morton College
Muskegon Community College
Nashville State Technical Institute
New Hampshire Vocational-Technical College
New York City Community College
New York Institute of Technology
Niagara County Community College
Normandale Community College
North Carolina A&T University
North Dakota State School of Science
Northern Montana College
Ohio College of Applied Science
Oklahoma State University
Old Dominion University
Oregon Institute of Technology
Palm Beach Junior College
Parkland College
Purdue University Indianapolis
Purdue University, School of Technology
Rochester Institute of Technology
Rock Valley College
St. Cloud State University
St. Petersburg Junior College
San Bernardino Valley College
Sandhills Community College
San Jacinto College
Solano College
Somerset Community College
South Carolina State College
Southern Technical Institute
South Plains College
Southwest State University
Spartanburg Technical College
Springfield Technical Community College
SUNY Agricultural & Technical College at Alfred
SUNY Agricultural & Technical College at Canton
SUNY Agricultural & Technical College at Delhi
State University of New York at Buffalo
Sumter Area Technical College
Technical Career Institutes
Technical Institute of Alamance
Temple University
Tennessee State University
Texas A&M University
Thames Valley State Technical College
Tri-County Technical College
Trident Technical College
University of Akron
University of Hartford
University of Nevada
University of North Carolina
University of Pittsburgh
University of Southern Colorado
University of Wisconsin at Parkside
Washington Technical Institute
Waterbury State Technical College
Waterbury State Technical College
Weber State College
Wentworth College of Technology
Western Kentucky University
West Virginia Institute of Technology
Wilkes Community College

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS – 1976

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization:_____

Address:_____

City:_____ State:_____ Zip Code:_____

2. Name and title of person responsible for data:_____

Tel. No. ( )-_____

3. Check type of institution:

- ☐ Engineering school, PhD granting.
- ☐ Engineering school, non-PhD granting.
- ☐ Technology school.
- ☐ Research unit.

RETURN ENTIRE DATA FORM TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

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ENGINEERS JOINT COUNCIL

345 EAST 47TH STREET, NEW YORK, N.Y. 10017
(212) 644-7848-7

May 1976

To Deans of Engineering and Technology:

This is the twelfth biennial survey of engineers' salaries conducted by the Engineering Manpower Commission of Engineers Joint Council. In order to provide statistics representing all sectors of engineering employment, we require data from educational institutions in their capacity as employers of engineering graduates in faculty, administrative, and research positions. The attached form for engineering and technical schools has separate sections for each academic rank, and is the source of our special report on Salaries of Engineers in Education. All returns are handled so as to insure the confidentiality of each employer's data.

Respondents who provide usable returns will be sent a complimentary copy of the salary curves for their employment group. In addition, we are now able to offer the following special services.

(1) Groups of employers desiring special salary curves for their own use may order these by contacting EMC while there is still time to accomplish this without delaying the survey.

(2) Respondents requiring salary data in advance of regular publication may order copies of the advance computer printouts, which are available about eight weeks before the final report.

(3) Respondents who submit prepaid orders for the detailed salary report in advance of publication will be entitled to a substantial discount from the full publication price.

All of these special services are described on the enclosed pink order form, and should be ordered as specified thereon.

This year's data form is similar to those of previous years, and is not difficult to fill out. Please follow the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We look forward to your participation in this year's survey.

Sincerely

John D. Alden

John D. Alden
Executive Secretary

PROFESSIONAL INCOME OF ENGINEERS — 1976

FORM C — **PRESENT SALARY OF ENGINEERING GRADUATES EMPLOYED IN EDUCATIONAL INSTITUTIONS BY ACADEMIC RANK**

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of academic rank, salary bracket, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for various academic ranks, on both sides of the form. Individuals are to be reported in the section corresponding to their rank, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1976 graduate is 22, etc.)

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, outside consulting, etc. Please indicate number of months included in the normal contract for each rank, in the space at the top of each section of the form. Do not report part-time employees, graduate students, adjunct faculty, etc.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	ASSISTANT PROFESSOR Months on normal contract ____	1976 (22)	1975 (23)	1974 (24)	1973 (25)	1972 (26)	1971 (27)	1970 (28)	1969 (29)	1968 (30)	1965-1967 (31-33)	1963-1964 (34-35)	1959-1962 (37-38)	1958-1958 (40-43)	1953-1958 (43-48)	1948-1952 (48-52)	1947-1948 (49-51)	1943-1946 (53-56)	BF TO 1941 (57+)
101	$42,000 & over																		
102	$39,000-41,999																		
103	$36,000-38,999																		
104	$33,000-35,999																		
105	$31,000-32,999																		
106	$29,000-30,999																		
107	$27,000-28,999																		
108	$25,000-26,999																		
109	$23,000-24,999																		
110	$22,000-23,999																		
111	$21,000-21,999																		
112	$20,000-20,999																		
113	$19,000-19,999																		
114	$18,000-18,999																		
115	$17,000-17,999																		
116	$16,000-16,999																		
117	$15,500-15,999																		
118	$15,000-15,499																		
119	$14,500-14,999																		
120	$14,000-14,499																		
121	$13,500-13,999																		
122	$13,000-13,499																		
123	$12,500-12,999																		
124	$12,000-12,499																		
125	$11,500-11,999																		
126	$11,000-11,499																		
127	Less than $11,000																		
	ASSOCIATE PROFESSOR. Months on normal contract ____																		
201	$42,000 & over																		
202	$39,000-41,999																		
203	$36,000-38,999																		
204	$33,000-35,999																		
205	$31,000-32,999																		
206	$29,000-30,999																		
207	$27,000-28,999																		
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222	$13,000-13,499																		
223	$12,500-12,999																		
224	$12,000-12,499																		
225	$11,500-11,999																		
226	$11,000-11,499																		
227	Less than $11,000																		
	PROFESSOR. Months on normal contract ____																		
301	$42,000 & over																		
302	$39,000-41,999																		
303	$36,000-38,999																		
304	$33,000-35,999																		
305	$31,000-32,999																		
306	$29,000-30,999																		
307	$27,000-28,999																		
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319	$14,500-14,999																		
320	$14,000-14,499																		
321	$13,500-13,999																		
322	$13,000-13,499																		
323	$12,500-12,999																		
324	$12,000-12,499																		
325	$11,500-11,999																		
326	$11,000-11,499																		
327	Less than $11,000																		

USE OTHER SIDE FOR ADDITIONAL POSITIONS

FORM C (continued)

This side includes sections for the following additional ranks: Instructors etc. (full time only), Administrative Faculty, and Research & Other Non-teaching Positions. Refer to other side for instructions on filling out this form. Do not include part-time employees, graduate students, adjunct faculty, etc. PLEASE DO NOT NEGLECT TO INDICATE NUMBER OF MONTHS IN THE NORMAL CONTRACT FOR EACH ACADEMIC RANK.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	INSTRUCTOR, LECTURER, ETC. Months on contract ☐	1976 (22)	1975 (23)	1974 (24)	1973 (25)	1972 (26)	1971 (27)	1970 (28)	1969 (29)	1968 (30)	1966-1967 (31-32)	1963-1964 (34-36)	1960-1961 (37-38)	1956-1959 (40-43)	1953-1955 (43-45)	1949-1952 (46-48)	1947-1948 (49-51)	1943-1946 (52-56)	UP TO 1941 (57+)
101	$42,000 & over																		
102	$39,000-41,999																		
103	$36,000-38,999																		
104	$33,000-35,999																		
105	$31,000-32,999																		
106	$29,000-30,999																		
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117	$15,500-15,999																		
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120	$14,000-14,499																		
121	$13,500-13,999																		
122	$13,000-13,499																		
123	$12,500-12,999																		
124	$12,000-12,499																		
125	$11,500-11,999																		
126	$11,000-11,499																		
127	Less than $11,000																		
	ADMINISTRATIVE FACULTY (DEANS, DEPARTMENT HEADS, ETC.) Months on contract ☐																		
201	$42,000 & over																		
202	$39,000-41,999																		
203	$36,000-38,999																		
204	$33,000-35,999																		
205	$31,000-32,999																		
206	$29,000-30,999																		
207	$27,000-28,999																		
208	$25,000-26,999																		
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217	$15,500-15,999																		
218	$15,000-15,499																		
219	$14,500-14,999																		
220	$14,000-14,499																		
221	$13,500-13,999																		
222	$13,000-13,499																		
223	$12,500-12,999																		
224	$12,000-12,499																		
225	$11,500-11,999																		
226	$11,000-11,499																		
227	Less than $11,000																		
	RESEARCH & OTHER NON-TEACHING POSITIONS. Months on contract ☐																		
301	$42,000 & over																		
302	$39,000-41,999																		
303	$36,000-38,999																		
304	$33,000-35,999																		
305	$31,000-32,999																		
306	$29,000-30,999																		
307	$27,000-28,999																		
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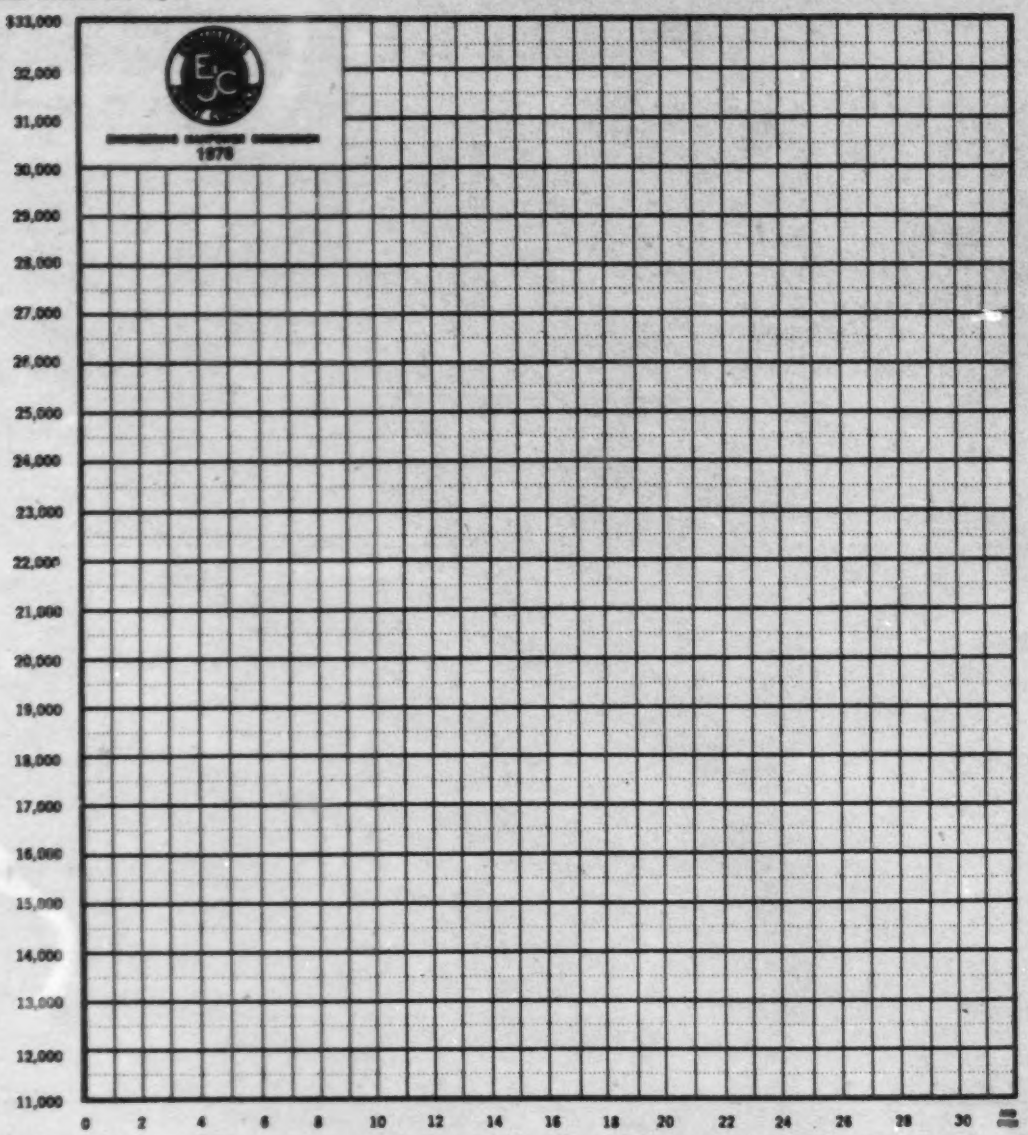
323	$12,500-12,999																		
324	$12,000-12,499																		
325	$11,500-11,999																		
326	$11,000-11,499																		
327	Less than $11,000																		

SEE OTHER SIDE FOR ADDITIONAL POSITIONS

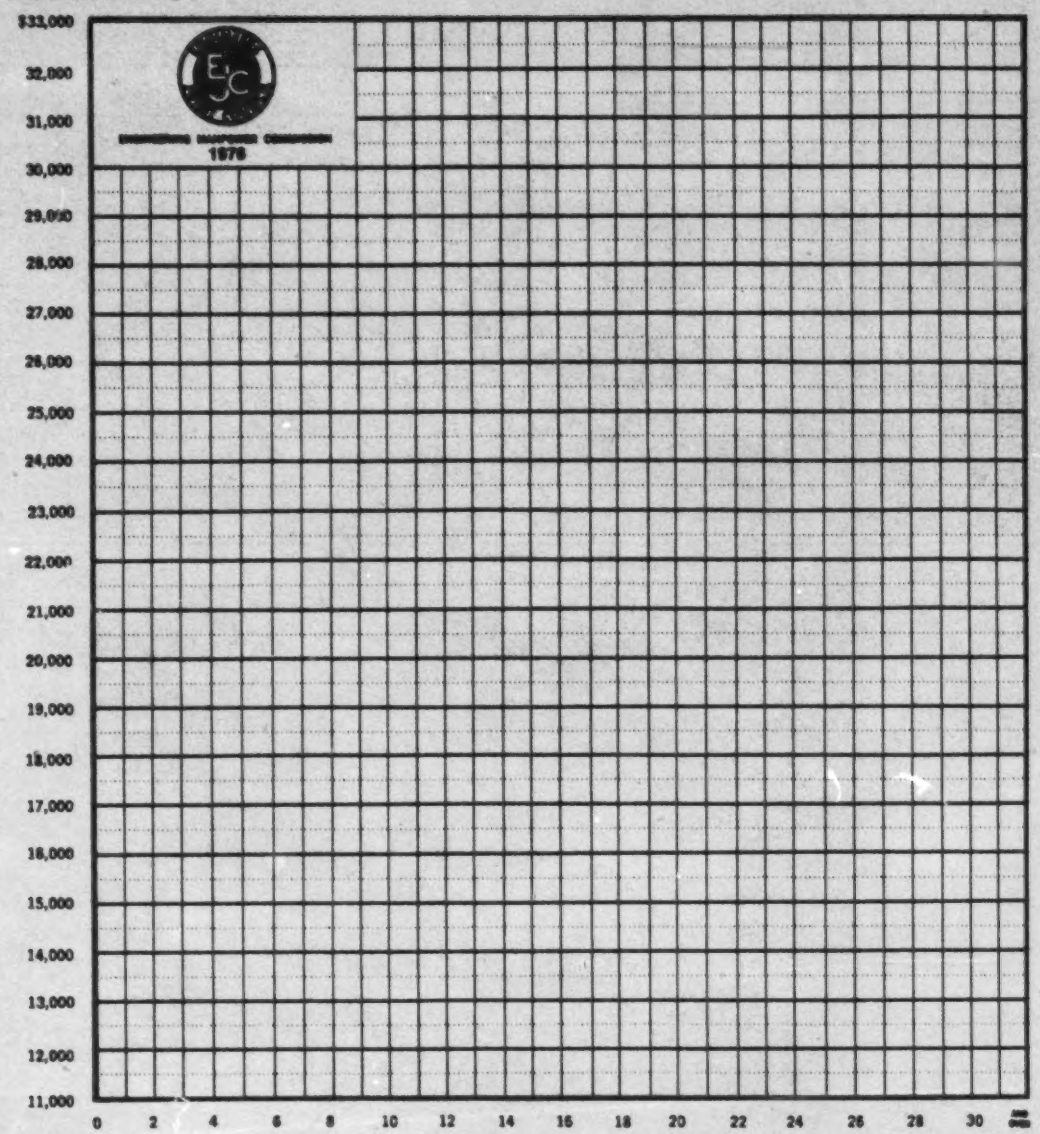
Annual Salary by Years
Since Baccalaureate Degree



LEGEND

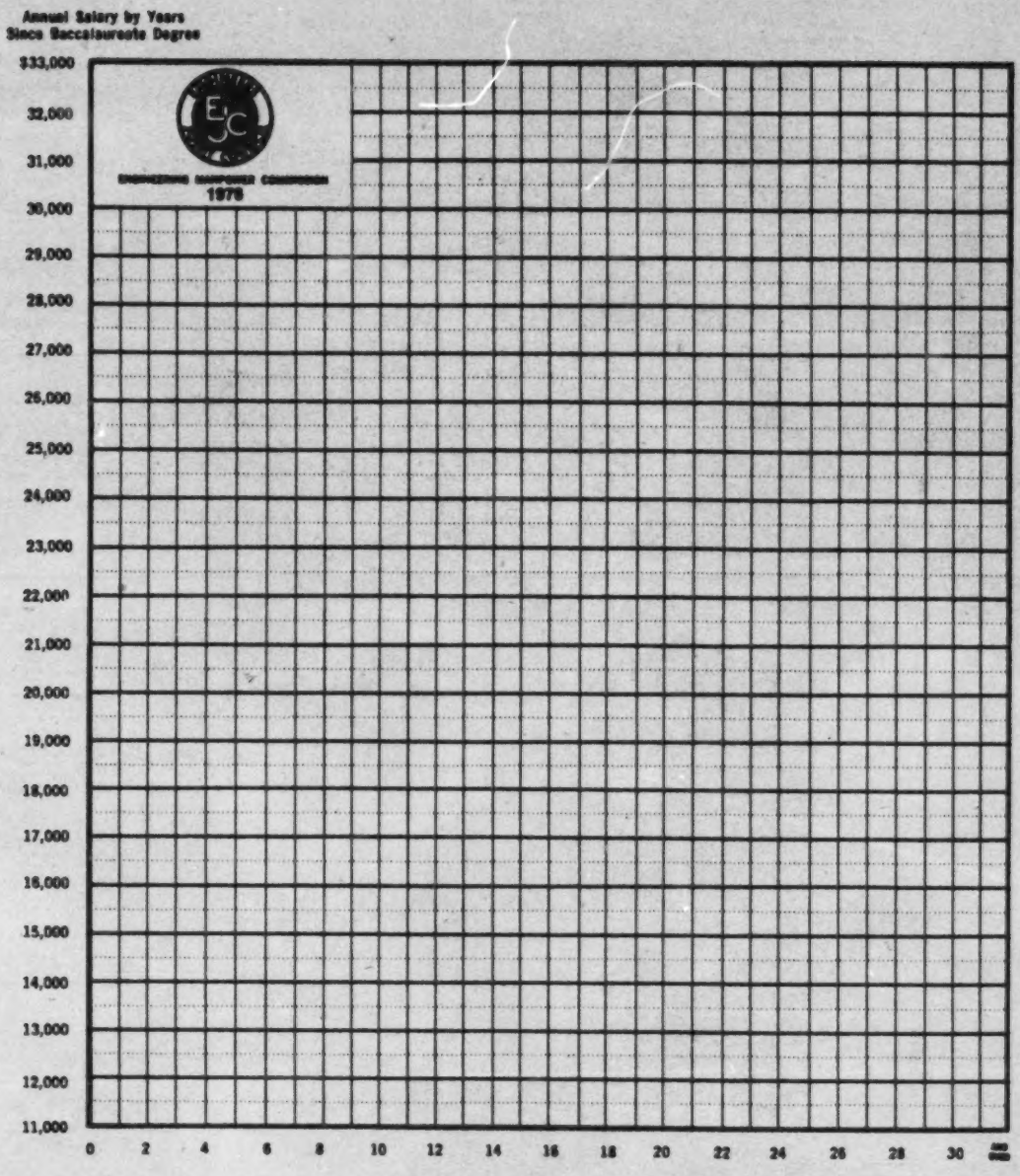
Upper Decile — — —
Upper Quartile ———
Median ▬▬▬▬
Lower Quartile ———
Lower Decile — — —

Annual Salary by Years
Since Baccalaureate Degree



LEGEND

Upper Decile — — —
Upper Quartile ——
Median ▬▬
Lower Quartile ——
Lower Decile — — —



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

Membership of the

ENGINEERS JOINT COUNCIL

MEMBER SOCIETIES

ASCE	American Society of Civil Engineers
AIME	American Institute of Mining, Metallurgical, and Petroleum Engineers
ASME	American Society of Mechanical Engineers
ASAE	American Society of Agricultural Engineers
SME	Society of Manufacturing Engineers
ISA	Instrument Society of America
ASQC	American Society for Quality Control
AIIE	American Institute of Industrial Engineers
SFPE	Society of Fire Protection Engineers
AIPE	American Institute of Plant Engineers
AACE	American Association of Cost Engineers
AIChE	American Institute of Chemical Engineers
NICE	National Institute of Ceramic Engineers
ASEE	American Society for Engineering Education

ASSOCIATE SOCIETIES

APCA	Air Pollution Control Association
ASNT	American Society for Nondestructive Testing
SPHE	Society of Packaging and Handling Engineers
IMMS	International Material Management Society
SWE	Society of Women Engineers
SHOT	Society for the History of Technology
WSE	Western Society of Engineers
LES	Louisiana Engineering Society
WSE-D.C.	Washington Society of Engineers
ESNE	Engineering Societies of New England
LACES	Los Angeles Council of Engineers and Scientists
IMMS/NJ	International Material Management Society (New Jersey Chapter)
CES	Cleveland Engineering Society
SAME	Society of American Military Engineers
SAWE	Society of Allied Weight Engineers
DEC	Danville Engineers Club
ACEC	American Consulting Engineers Council
NACE	National Association of Corrosion Engineers
ASGE	American Society of Gas Engineers
SES	Standards Engineers Society
SESA	Society for Experimental Stress Analysis

307-76

Price $5.00